



# **Collective Employment Agreement**

**Between**

**NZ Transport Agency Waka Kotahi**

**and**

**New Zealand Public Service Association Te  
Pūkenga Here Tikanga Mahi Incorporated**

**14 MAY 2025 to 31 MARCH 2026**

SECT	CONTENTS	PAGE
<b>A</b>	<b>AGREEMENT FORMALITIES</b>	<b>5</b>
A1	Parties	5
A2	Agreement Coverage	5
A3	Access to Collective Employment Agreement	5
A4	Duration	5
A5	Variations	5
A6	Savings	5
A7	Grand-parented Provisions	6
A8	Relationship with the PSA	6
A9	Te Ara Kotahi - Our Māori Strategy	6-7
A10	Ngā Kaupapa	7-8
A11	Commitment to addressing Pay Gaps	8
<b>B</b>	<b>EMPLOYMENT CATEGORIES</b>	<b>9</b>
B1	Full-Time Employee	9
B2	Part-Time Employee	9
B3-B6	Fixed-Term Employee	9
B7 -B10	Casual Employee	9
<b>C</b>	<b>HOURS OF WORK</b>	<b>10</b>
C1-C11	Hours of Work	10
C12	Flexible Working Hours	11
C13-C14	Meal Break and Rest Breaks	11
C15-C20	Overtime	11
C21-C24	Time Off In Lieu of Overtime	11-12
<b>D</b>	<b>REMUNERATION</b>	<b>13</b>
D1-D5	Remuneration System	13
D6	Part-Time Employees	14
D7-D9	Payment of Remuneration	14
D10	Deductions from Remuneration	14
D11	Annual Practising Fees	14
D12-D14	Higher Duties Allowance	14
D15	Promotion after Undertaking Higher Duties	15
D16	Special Duties Allowance	15
D17	Meal Expenses	15
D18-D19	Lunch Expenses	15
D20-D21	Travelling Expenses	15
D22	Out of Pocket Business Expenses	15
D23	Reimbursement of Expenses incurred in Caring for Dependants	15-16
D24	Motor Vehicle	16
D25-D26	Call Out	16
D27-D32	On Call	16-17
D33-D34	TOC and SCATS Operators	17

<b>E</b>	<b>LEAVE</b>	<b>18</b>
E1	General provisions	18
E2-E5	Public Holidays	18
E6 – E7	Working on Public Holiday	18-19
E8-E10	Crediting of Previous Service for Leave Purposes	19
E11-E16	Annual Leave	19
E17-E23	Sick Leave	20
E24-E26	Tangihanga/Bereavement and Hura Kōhatu (unveiling) Leave	20-21
E27	Special Leave Without Pay	21
E28-E30	Long Service Leave	21
E31-E32	Compassionate Grant	22
E33-E38	Parental Leave	22
E39-E42	Re-entry After Child Care Absence	23
E43	Jury Service	23
E44-E45	Witness Leave	23
E46-E48	Study Leave	23
E49	Leave for Civil Defence, Search and Rescue and Fire Fighting	24
E50	First Aid Training	24
E51	Family Violence Leave	24
E52	Leave Requests	24-25

<b>F</b>	<b>HEALTH AND SAFETY</b>	<b>26</b>
F1-F2	Work Environment	26
F3-F5	Protective Clothing	26
F6-F7	Eye Care	26-27
F8-F14	Employee Assistance	27
F15-F16	Health Checks	27
F17	Wellbeing Fund	27
F18-F21	Adverse events	27-28

<b>G</b>	<b>TERMINATION OF EMPLOYMENT</b>	<b>28</b>
G1-G3	Resignation	28
G4	Certificate of Service	28
G5-G7	Discipline and Dismissal	28-29
G8-G10	Medical Retirement	29

<b>H</b>	<b>WORKPLACE RESTRUCTURING</b>	<b>30</b>
H1- H2	Introduction	30
H3-H5	Application	30
H6-H8	Notification of Restructuring	30
H9-10	Options on Restructuring	30-31
H11-H13	Redeployment	31
H14-H17	Notice of Surplus	31-32
H18-H20	Severance	32
H21	Employee Protection	33

<b>I</b>	<b>PERSONNEL AND INDUSTRIAL</b>	<b>34</b>
I1	Rules, Policies and Procedures	34
I2	Duties	34
I3	Waka Kotahi Policies and Employee Participation	34

I4	Access to Personal Files	34
I5	Equal Employment Opportunities	34
I6-I9	Sexual Harassment	34-35
I10	Personal Grievance Procedure	35
I11	Dispute Procedure	35
I12-14	Flexible Working	35

<b>J</b>	<b>UNION FACILITIES</b>	<b>36</b>
J1-J5	Recognition	36
J6-J8	Delegates	36
J9	Access	36
J10-J11	Deductions	36-37
J12-J19	Union Meetings	37
J20	Facilities	37
J21	Productive Employment Relations	37-38

<b>K</b>	<b>SIGNATORIES</b>	<b>39</b>
----------	--------------------	-----------

	<b>SCHEDULES</b>	<b>40</b>
Schedule One	Remuneration Ranges and Positions	40-881
Schedule Two	The Waka Kotahi Employment Relationship Problem Resolution Process	89-91

## A AGREEMENT FORMALITIES

### Parties

A1 The parties to this agreement are:

- The New Zealand Transport Agency Waka Kotahi ("Waka Kotahi") ("the employer");
- The New Zealand Public Service Association Incorporated Te Pūkenga Here Tikanga Mahi. ("PSA").

### Agreement Coverage

A2 This agreement shall cover all employees of the employer who are or become members of the PSA, except those who are in the following positions:

- Senior leaders, Executive leaders, people leaders above tier 5
- positions in Pūmanawa Tāngata/People and Safety\*

\*The following health and safety positions, as well as members of the Emerging Professional Programme, are not considered part of the Pūmanawa Tāngata/People and Safety group for the purpose of this coverage clause:

- Senior Safety & Risk Assurance Advisor
- HS&W Partner
- Senior Critical Risk Advisor.

### Access to Collective Employment Agreement

A3 This agreement shall be made readily available to all employees.

### Duration

A4 This agreement will come into effect on 14 May 2025 and shall remain in force until 31 March 2026.

### Variations

A5 Any variations during the term of this agreement shall be mutually agreed in writing between the parties and will become valid only when ratified by:

- (a) 50% plus 1 of those members affected by the variation who are voting; and
- (b) The Chief Executive of the employer.

### Savings

A6 If the parties agree that there are any unintended consequences (for example, arising out of mistaken assumptions or incorrect information) impacting on remuneration or overall conditions of employment applying to any member at the date of this agreement coming into force, then any member who considers they are so disadvantaged should advise the Group General Manager, People and Safety in writing, setting out the basis of their concern within 30 days of the signing of this agreement.

Upon receipt of such notice the parties will meet to seek to resolve the issue.

#### **Grand-parented Provisions**

- A7 Any member who had recognised grand parented terms and conditions prior to the coming into force of this agreement, shall be entitled to retain those terms and conditions on a grand parented basis to the exclusion of any equivalent terms in this agreement. Such terms and conditions shall be individual to the member and shall sit outside of this collective agreement.

#### **Relationship with PSA**

- A8 The employer and the PSA recognise their mutual interest in maintaining productivity and efficiency and the contribution that effective communication structures create. The PSA and its members will be consulted as part of any decision-making process within the employer's control, which may impact on the Terms and Conditions, employment policies and job security of the members covered by this agreement.

#### **Te Ara Kotahi – Our Māori Strategy**

- A9 Waka Kotahi and the PSA affirm Te Tiriti o Waitangi/the Treaty of Waitangi as the constitutional basis of partnership between Māori and the Crown, and the unique status of Māori as tangata whenua of Aotearoa/New Zealand. We are committed to developing processes which incorporate partnership principles.

Our aspiration is to be able to work proficiently across Te Ao Māori and Te Ao Hurihuri in all aspects of our work. Waka Kotahi is committed to building its capability through increased use and knowledge of Te Reo Māori, Tikanga Māori, and the practical application of Te Tiriti o Waitangi/the Treaty of Waitangi and its principles.

As well as recognising these treaty obligations, we also align our behaviours with Te Ara Kotahi/ Our Māori Strategy.

- **Rangatiratanga** – We recognise and respect the individual autonomy and authority of Māori. We respect each other as partners and therefore value each other's aspirations, positions, roles and expertise.
- **Manaakitanga** - Exercise care and the work we do should be mana enhancing and supportive.
- **Kaitiakitanga** – We recognise that the environment is a taonga that must be managed carefully. We also recognise that Māori have a responsibility and obligation of care over their communities and environments.
- **Whanaungatanga** – We foster meaningful and enduring relationships based on good faith, mutual respect, understanding and trust.

Our behaviours are aligned to our Kāpehu values.

- **Ngākau Aroha | Have Heart** - We have the wellbeing of our people, community and planet at the heart of everything we do.

- **Kotahitanga | Better together** - We achieve great things when we work together to build trusted relationships inside and outside of Waka Kotahi.
- **Kia Māia | Be Brave** - Our outcomes are better when we bring courage and self-belief to our passion and purpose.
- **Mahia | Nail It** - We create enduring legacy, delivering our best work every day.

We ensure that we also abide by the following mātāpono / principles in our work together.

**Huna Kore** - We value a no surprises approach and information flows both ways.

**Auahatanga** - We will focus on creativity and innovation to achieve better outcomes.

**Whakapono** - We act with integrity and honesty.

**Partnership** - We will act reasonably, honourably, and in good faith.

**Participation** - We will encourage, and make it easier for Māori to more actively participate in Waka Kotahi business.

**Protection** - We will take positive steps to ensure that Māori interests are protected as appropriate.

**Recognition of Cultural Values** - We will recognise and provide for Māori perspectives, tikanga (customs) Te Reo Māori and kawa (protocols) in the work we do.

## Ngā Kaupapa

A10 The PSA's Te Rūnanga o Ngā Toa Āwhina (Te Rūnanga) represents and promotes the interests of Māori PSA members in keeping with Te Tiriti o Waitangi. To support this work, Te Rūnanga have introduced eight Kaupapa (collectively Ngā Kaupapa) principles which give cultural insight and effect to Te Ao Māori in the workplace. These principles are:

<b>Kotahitanga</b>	Building solidarity and unity to enable all workers to share and participate confidently in the Māori realm.
<b>Rangatiratanga</b>	Empowering members and delegates to be leaders.
<b>Kaitiakitanga</b>	Promoting guardianship of all things Māori that hold spiritual and cultural significance in our tikanga practices including te reo Māori. Protecting fair working conditions.
<b>Manaakitanga</b>	Encouraging health, wellbeing and positive behaviours in the workplace.
<b>Whakahiatoto Umanga</b>	Providing opportunities for career development and on-going learning.

<b>Wairuatanga</b>	Acknowledging cultural awareness and normalising cultural practices through recognition of te reo Māori, tikanga and kawa. Māori reflect on the past, the obligations our Tipuna have passed on to us and how we reflect this in our conduct in the workplace.
<b>Whanaungatanga</b>	Embracing whakapapa with a focus on building strong workplace relationships that supports connections to whānau, marae, hapū and iwi.
<b>Whakamana</b>	Developing effectiveness so that members can perform well, contribute and be productive.

Waka Kotahi and the PSA agree to abide by these principles in their work together.

#### **Commitment to addressing Pay Gaps**

- A11 Waka Kotahi commits to working with unions, employee-led networks and employees to take action to address the workplace drivers of gender, Māori, Pacific and ethnic pay gaps. Waka Kotahi recognises that these actions will positively impact more broadly, for example on pay gaps for disabled people and members of the Rainbow community.

## **B EMPLOYMENT CATEGORIES**

### **Full-Time Employee**

B1 A full-time employee is an employee who is employed on a continuing basis for an unspecified term who works no less than 40 hours per week.

### **Part-Time Employee**

B2 A part-time employee is an employee who works less than 40 hours per week on a continuing basis for an unspecified term.

### **Fixed Term Employee**

B3 A fixed-term employee is employed on a continual basis for a fixed term of employment. The period of employment will be specified in an employment letter, which will form part of the employment agreement.

B4 A fixed-term employee may be used for relief work, special projects or to meet temporary business requirements of the employer.

B5 The period of employment will be no longer than 12 months, unless otherwise agreed.

B6 Fixed-term employees are covered by the terms and conditions of this agreement except for surplus staffing provisions.

### **Casual Employee**

B7 A casual employee is an employee who has no guaranteed hours of work and is employed on an irregular basis as and when required by the employer.

B8 A casual employee will be paid at 10% of gross earnings over the period of employment as holiday pay. Payment of holiday pay will be made whenever the employee is paid.

B9 Casual employees are eligible for sick and bereavement leave in accordance with section 63 of the Holidays Act 2003 and section E of this agreement will not apply.

B10 Casual employees have no entitlement to:

- Parental leave
- Childcare absence
- Study Leave
- Extended Special Leave Without Pay
- Surplus Staffing Provisions
- Long Service leave.

## C HOURS OF WORK

### Hours of Work

- C1 Except where the member works rostered hours, the standard working week shall be Monday to Friday inclusive, although the member may work on a Saturday or a Sunday by agreement. Full-time members shall work 40 hours per week.
- C2 Where the business needs require members to work a non-standard week, such as those on rostered or shift work patterns, the member will be consulted on changes to their schedule. The PSA will be consulted on any significant changes to the roster system.
- C3 The hours of work in any day, including starting and finishing times, shall be determined by the employer after reasonable consultation with the member. The core hours, except for rostered members, are 9.30 to 3.30.
- C4 Wherever practicable, the member shall be given a minimum break of nine consecutive hours between spells of ordinary hours of duty.
- C5 Except in exceptional circumstances, the employer shall give the member at least two (2) weeks' notice of any changes to the hours or days of work.
- C6 A member's hours of work may be varied by agreement with the employer.
- C7 Travel time for the purpose of performing work is work time except where travel occurs in the same town or city as the member's normal place of work and is:
- Travel to and from work at any location, at the beginning and end of the working day; or
  - Travel to and from the airport at the beginning and end of the working day.
- Where the travel time to another location of work is significantly more than the member's regular commute, then it is agreed in advance that a portion of the travel time is work time.
- C8 Any time worked by a member where the manager requires the member's attendance is considered work time. Where a member attends work on a voluntary basis, the manager needs to agree in advance that it is work time, in order for it to be regarded as work time.
- C9 Additional time under C7 and C8 can be managed under flexitime or time off in lieu. Where this is not practical, and the member is eligible for overtime under clauses C15-C20 then this may be applied in accordance with clause C15-20.
- C10 The Traffic Operations Centre (TOC) Operators (including Sydney Coordinated Adaptive Traffic System (SCATS)) hours of work shall be on rostered shifts which shall be worked from Monday to Sunday inclusive in accordance with the standard shift schedule. The roster will be published at least 2 weeks in advance of its commencement. Any changes to the standard shift roster will be in consultation with the members and the PSA.
- C11 Where TOC Operators (including SCATS) work extra shifts to cover absences over and above those rostered, either in full or in part, that shift shall be paid at the rate of time and a half.

### **Flexible Working Hours**

- C12 Wherever possible, members shall be given the opportunity of working flexible working hours. All the employer's policies relating to flexible working arrangements are available on the Intranet.

### **Meal Break and Rest Breaks**

- C13 The employer will provide tea, coffee, Milo, milk and sugar at the employer's offices.
- C14 A member shall be allowed an unpaid rest break/lunch break of a minimum of 30 minutes at the completion of a four and a half hour period of duty. Members are entitled to a paid rest break of ten (10) minutes each morning and afternoon (or equivalent).

### **Overtime**

- C15 A member in pay band 16 and below is entitled to overtime payments.
- C16 Members may be required to work overtime to meet the operational requirements of the employer.
- C17 Overtime must be pre-approved by managers to be eligible for overtime payments and time off in lieu. This is to ensure that excessive hours worked by members are avoided and potential health and safety problems associated with working excessive hours are minimised or eliminated.
- C18 Overtime means all time worked in the week (Monday to Sunday) in excess of 40 hours. For Real Time Operations Shift Leads and Team Leaders in a Transport Operations Centre, overtime means all time worked in excess of the standard rostered hours.
- C19 Overtime payments shall be calculated on a daily basis and where payable, paid at time and a half (T1.5) for the first three hours and double time (T2) thereafter, except where clause C11 applies.
- C20 For the calculation of overtime, salary or wages are deemed to include higher duties allowance.

### **Time Off In Lieu of Overtime**

- C21 Equivalent time off in lieu of paid overtime (TOIL) on the basis of one hour off for one hour worked may be granted by mutual prior agreement in substitution for overtime payments. Time off in lieu will be awarded and taken in  $\frac{1}{2}$  day units and should not be confused with the flexible working hours provisions.
- C22 It is expected that members will take time off in lieu within six (6) weeks of the TOIL being accrued. This is to ensure that excessive hours worked by members are avoided and potential health and safety problems associated with working excessive hours are minimised or eliminated. Accumulation beyond six (6) weeks may be approved in special circumstances and requires written prior approval of the member's manager. The employer may direct time off in lieu to be taken by giving two weeks' notice in writing.

- C23 If reasonable efforts have been made to use time off in lieu in the two weeks' following accrual, and that has proved unsuccessful, the member may at their request, have their time off in lieu cashed up at their ordinary rate.
- C24 Where a manager decides that time off in lieu is not practical, and a member is eligible for overtime under clauses C15-C20, overtime may be applied in accordance with C15-C20.

## D REMUNERATION

### Remuneration System

D1 The following principles underpin the operation of Waka Kotahi's remuneration system:

#### Transparent

- Employees and leaders have a clear understanding of how it works, and can have confidence in the way it operates.
- The end-of-year performance rating reflects an ongoing conversation between a leader and their employee and is not a surprise.

#### Fairness and consistency

- It does not discriminate against employees on the basis of gender, race, sexuality, disability and any other irrelevant personal characteristics.
- Remuneration practices are consistent across teams, groups, locations and functions.

#### Sustainability

- It is fiscally sustainable, with the ongoing costs being satisfied within available funding and reflecting the public sector context.
- It provides a level of certainty for employees and the organisation in relation to cost/predicted increases for the term of this CA.

#### Movement and performance

- If employees are performing at the expected level, they will be moving towards 100% of the remuneration range.
- Employees are recognised for their contribution to Waka Kotahi's delivery and performance.

D2 Remuneration consists of Total Base Pay only.

D3 The remuneration ranges that apply for the term of this CA are in Schedule One.

D4 Members' remuneration will be reviewed on an annual basis in accordance with the Waka Kotahi remuneration review process, and increases may be applied in accordance with the rules and criteria in that process. The eligibility criteria include:

- Permanent employees who commenced at Waka Kotahi prior to 1 April will be eligible for a remuneration review effective 1 July of that year.
- Fixed term employees who have been in the role for more than 12 months as at 30 June will be eligible for a remuneration review effective 1 July of that year.

D5 Members employed in the 'Emerging Professional Programme' are excluded from this annual remuneration review process. 'Emerging Professionals' will instead be eligible for a remuneration review at the end of each 8 monthly rotation, provided they are performing satisfactorily. This arrangement is intended to accelerate the progression of 'Emerging Professionals' through Band 13 and will replace any adjustment they might otherwise have received through an annual review.

Following the successful completion of the Emerging Professionals Programme, members will be appointed to a Band 15 role. Remuneration will be reviewed annually thereafter via the usual process.

#### **Part-Time Employees**

D6 The hourly rate for part-time members is the full-time equivalent annual total divided by 2080, rounded to the nearest two decimal places of a dollar.

#### **Payment of Remuneration**

D7 Members will be paid fortnightly by direct credit to a nominated bank account.

D8 A pay slip, which may be electronic, showing details of remuneration and deductions will be issued when there is a change to a member's pay.

D9 All outstanding monies and holiday pay will normally be paid in the next fortnightly pay run on termination of employment.

#### **Deductions from Remuneration**

D10 The employer shall be entitled to make a deduction from the salary or wages of a member:

- Pursuant to the Wages Protection Act 1983 with the required notice being given to the member;
- At the member's written request;
- In the event that an error is made by the employer and it is rectified in the same pay period.

#### **Annual Practising Fees**

D11 Payment of admission fees, registration and annual practising fees will be approved where the qualification or practising certificate is necessary to carry out the member's duties. In these situations, and where the membership of the relevant professional body is a separate cost to the annual practising fee, payment of the membership fee will also be approved.

#### **Higher Duties Allowance**

D12 A member who is required to perform, the full duties and responsibilities of a higher banded position for five (5) consecutive days or more will be paid a Higher Duties Allowance.

D13 If the member undertakes only some of the duties and responsibilities of the higher position (including where two or more employees are each performing some of the duties and responsibilities) they may be paid an allowance proportionate to the additional responsibilities performed.

D14 The rate of the Higher Duties Allowance will be the difference between their current base remuneration and that they would receive if they were appointed to the position.

#### **Promotion after Undertaking Higher Duties**

D15 If a member is promoted to a position that they had immediately prior to promotion undertaken full duties and responsibilities of, and been paid a higher duties allowance for, the appointment date shall be backdated to the date that higher duties commenced.

#### **Special Duties Allowance**

D16 The employer may approve payment of a special duties allowance where the payment of a higher duties allowance is not justified.

#### **Meal Expenses**

D17 Members who are directed to work overtime continuously for more than two (2) hours in excess of eight (8) hours in any one day and who has had to buy a meal shall be reimbursed actual and reasonable expenses.

#### **Lunch Expenses**

D18 Where a member is absent from the usual workplace and circumstances make it unreasonable to return there and it is impractical to have lunch on the premises where the member is working, lunch expenses shall be reimbursed based on actual and reasonable expenses.

D19 Business Lunch and Evening Meal are a discretionary business expense and are covered under Waka Kotahi policy.

#### **Travelling Expenses**

D20 A member who is required to travel on Waka Kotahi business or work temporarily at a location other than the usual place of employment will be reimbursed all actual and reasonable expenses on production of receipts, in accordance with Waka Kotahi Travel Policy. Additional travelling time can be managed under Flexitime or time off in lieu.

D21 Reimbursement without receipts may be approved if the employer is satisfied that the expenditure was necessary, reasonable and actually incurred.

#### **Out of Pocket Business Expenses**

D22 The employer may reimburse out-of-pocket expenses, incurred by a member, arising out of the performance of official duties.

#### **Reimbursement of Expenses incurred in Caring for Dependents**

D23 The employer may approve the actual and reasonable cost of expenses incurred by a member for the care of dependants, where the situation is such that a member cannot make alternative arrangements for their dependants' care without incurring extra expenses, when a member is required to:

- attend a course
- travel on official business
- work abnormal hours.

#### **Motor Vehicle**

D24 Where the use of a private vehicle for employer's business has been approved, the member will be paid a motor vehicle allowance subject to the employer's guidelines.

#### **Call Out**

D25 A member shall be paid for a minimum of three hours, at the applicable rate (including any overtime entitlements), where they:

- (a) are called out to work after:
  - completing their day's work; and
  - they have left their place of employment.
- (b) are called out before their normal time of starting work and do not continue working until such normal starting time except that:
  - call outs commencing and finishing within the minimum period covered by an earlier call out shall not be paid for; and
  - where a call out commences before and continues beyond the end of a minimum period for a previous call out, payment shall be made as if the member had worked continuously from the beginning of the previous call out to the end of the later call out.
- (c) Where a member is required to be on call on a statutory holiday that would normally be a working day and this restricts their activity or movements, they shall be entitled to an alternate holiday.

D26 Members will have a minimum 9 hour gap between completing a call out and commencing work again.

#### **On Call**

D27 Members may be required to be on call outside their standard hours of work, where this is considered necessary by the employer for operational and customer needs.

D28 The frequency the member will be required to be on call will be decided by agreement between the member and the employer in advance.

D29 A member on call must be available to attend work in the agreed manner (remotely or in person) without delay, and must remain in a state such as they are able to perform their duties fully.

D30 If a member receives a payment under D25 for a call out, then they cannot also receive a payment for being on call.

D31 When a member is on call, an allowance shall be paid at the following rates:

- working days - one hour's ordinary pay per day
- days off and public holidays - two hours' ordinary pay per day

D32 The employer and the member may agree in writing to remunerate on call work in a different manner to that provided in D31. Where this occurs that member shall not be entitled to payment under D31. The alternative arrangement can be withdrawn by written agreement between the employer and the member.

#### **TOC and SCATS Operators**

D33 An annual shift allowance of \$3,300 per annum will apply to all TOC and SCATS Operators who routinely work overnight and weekend shifts (including any Senior SCATS/TOC Operators and Supervisors who work these shifts) and this will be paid on a fortnightly basis with the regular salary payments. SCATS Operators who routinely work evenings and weekends (but not overnight) shall receive a shift allowance of \$2,200 per annum.

D34 TOC Operators receive training followed by a period of supervision, each lasting approximately 3 months depending on progress. This is followed by an additional period of approximately 6 months where behavioural competencies are developed. This means a TOC Operator can be expected to be fully competent in 12-18 months.

New TOC Operators will generally be appointed up to 95% of the midpoint depending on experience, and at the manager's discretion.

TOC Operators who have successfully completed their training and period of supervision will receive base remuneration of at least 90%-95.9% of the midpoint.

A fully competent TOC Operator cleared to be able to work unsupervised and measured as performing at an acceptable level on all the behavioural competencies will receive base remuneration of at least 96%-101.9% of the midpoint. This being on or around the midpoint of the band.

TOC Operators may progress through the band further by exceeding their objectives.

## E LEAVE

### General Provisions

E1 Where a member is part-time, all leave is pro-rated for their part-time hours where this is permissible by law.

NOTE: Where a member reduces their hours of work, this will impact on the value of their leave, and members are encouraged to use their leave prior to reducing their hours.

### Public Holidays

E2 The Holidays Act 2003 and its amendments apply to the taking of Public Holidays.

E3 The Public Holidays are:

- Christmas Day
- Boxing Day
- New Year's Day
- The day after New Year's Day
- Anniversary Day (as observed locally)
- Waitangi Day
- Good Friday
- Easter Monday
- ANZAC Day
- Birthday of the Reigning Sovereign
- Labour Day
- Matariki

E4 When a Public Holiday falls on a day which is an ordinary working day for that member, they will receive a paid holiday.

E5 When a Public Holiday falls on a day which is not a working day for that member, they will receive a paid holiday on the next succeeding working day. They will be paid for the standard hours they would have worked on the paid holiday. Members working rostered shifts in a Transport Operations Centre will receive a paid holiday on another mutually agreed working day instead of receiving a paid holiday on the next succeeding working day.

### Working On a Public Holiday

E6 Work to be performed on a public holiday must be at the request of, or with the prior approval of the member's manager. When a member is required by the employer to work on a public holiday, they will receive:

- Payment at the higher of ordinary time and a half (T1.5) for all hours worked on the public holiday OR ordinary pay for the day; and
- A paid holiday on another working day, where the public holiday falls on one of the member's normal working days, to be taken in accordance with the Holidays Act 2003. This is inclusive of the entitlement provided for in the Holidays Act 2003.

- E7 Where a member is on rostered shifts and they work a shift that crosses into a public holiday, the whole shift will be paid as a public holiday. This utilises section 44A of the Holidays Act 2003 - Transferring part of a public holiday. The 24 hour period to be treated as a public holiday will start at the beginning of the shift worked.

#### **Crediting of Previous Service for Leave Purposes**

- E8 For the purpose of sick leave, the employer will recognise up to five years previous service from the core Public Service departments, Non-Public Service departments, Crown agents and local authorities. This also includes agency temps, fixed-term employees, contractors and casual employees with continuous service at Waka Kotahi immediately prior to their permanent appointment.
- E9 Service with other employers may be credited at the discretion of the employer and must be negotiated prior to employment commencing. Where the employer has recognised previous service as continuous, it will be recorded on the member's personnel file.
- E10 For a member to be eligible to apply to have previous service recognised, the break in employment must be no more than 3 months. The definition of a break is a member who has terminated their employment. This excludes periods of special leave or parental leave pursuant to the Parental Leave Act. Service will not be recognised if it ended with the member accepting severance (or similar) payments on the termination of such previous employment.

#### **Annual Leave**

- E11 Members are entitled to 5 weeks annual leave per annum.
- E12 The employer may direct a member to take annual leave by giving fourteen days minimum notice in accordance with the Holidays Act 2003 but as far as practicable the member's wishes are to be considered.
- E13 Accrued annual leave may be anticipated at the manager's discretion. Annual leave may be anticipated on a mutually agreed basis.
- Annual leave may be accumulated, in accordance with the employer's policies and procedures.
- E14 Holiday pay will be paid in accordance with the Holidays Act 2003. Payment for annual holidays will be by way of the normal pay cycle, which will continue undisturbed by the holiday taken.
- E15 Members who wish to receive their holiday pay before their holiday commences must give two weeks' notice to the employer.
- E16 With the written agreement of the manager, a member may increase their annual leave entitlement by one week per annum in exchange for a 2% reduction in their annual remuneration.

## **Sick Leave**

E17 Members will be entitled to paid sick leave according to the following table:

On commencement	10 days
On first anniversary of employment	10 days
Subsequent anniversaries of employment	15 days

- E18 This entitlement is inclusive of and not in addition to the leave provided in the Holidays Act 2003. Sick leave is accruable up to a maximum of 85 days. Any further leave may be allowed at the discretion of the employer.
- E19 Sick leave shall be used where the member, their spouse or any other person who depends on them for care is sick or injured.
- E20 Members must notify the employer of their absence, and the expected duration of the absence, as early as possible and preferably before they are due to start work on the first day of absence.
- E21 A medical certificate may be required, for absences due to sickness or injury, of three or more consecutive calendar days. The medical certificate, if required, must state that the member has been examined by a doctor and are, in the doctor's opinion, unfit for work. If the absence is due to sickness or injury of a spouse or dependent, the medical certificate, if required, must state that they have been examined by a doctor and, in the doctor's opinion, require someone to care for them.
- E22 However, the employer may require a medical certificate from a registered medical practitioner, at the employer's reasonable expense, in support of any claim for sick leave.
- E23 When sickness occurs while a member is taking annual or long service leave, the employer, subject to clause E20, shall permit the period of sickness to be treated as sick leave.

## **Tangihanga/Bereavement and Hura Kōhatu (unveiling) Leave**

E24 We recognise that grief affects people differently, and cultural and legal responsibilities vary between different communities. It is a stressful time for an employee so manaakitanga and care for their wellbeing is a primary concern both before, during and after the tangihanga/bereavement.

An employee will be granted tangihanga/bereavement leave on full pay to allow them to:

- deal with their loss including the loss of an unborn child
- discharge their obligations, and
- pay their respects to a deceased person.

Tangihanga/bereavement leave may exist because of blood or family ties, close association, or because of particular cultural requirements, such as attendance at a tangihanga, hura kōhatu or equivalent event.

Obligations for tangihanga/bereavement leave will be agreed between the employee and the employer, however the following applies:

- a minimum of three days on the death of a close relative, or associate
- a minimum of one day on the death of any other person
- a minimum of one day to attend a hura kōhatu or equivalent event.

Additional time needed for travel will also be considered.

Where an employee suffers a bereavement while on another form of leave, except for public holidays, that period of leave will be recorded as tangihanga/bereavement leave.

Consideration may be given to the period approaching and following the death of a close relative, or associate, and where appropriate either further tangihanga/bereavement leave be granted, or other leave options be explored.

- E25 If bereavement occurs while a member is taking annual or long service leave, the employer shall permit the period of bereavement to be treated as bereavement leave in accordance with the provisions above.
- E26 If there is no entitlement to bereavement leave, annual leave or leave without pay may be granted.

#### **Special Leave without Pay**

- E27 At the employer's discretion, a member may be granted special leave without pay. Placement on return from special leave without pay of more than one month is conditional on a suitable vacancy. Remuneration and location cannot be guaranteed. Leave without pay interrupts but does not break service.

#### **Long Service Leave**

- E28 Members shall be granted long service leave as follows:
- (a) 1 week's leave upon completion of 5 years continuous service
  - (b) 1 week's leave upon completion of 10 years continuous service
  - (c) 1 week's leave upon completion of 15 years continuous service
  - (d) 1 week's leave upon completion of 20 years continuous service
  - (e) 1 week's leave upon completion of every additional 5 years of service with Waka Kotahi beyond 20 years
- E29 Long service leave must be taken at a mutually convenient time within two (2) years of qualification. Members will be advised when they become eligible for long service leave.
- E30 Long service leave is not paid out upon leaving the employer's employment. Members are responsible for making arrangements for using any long service leave owing at a mutually convenient time before ending employment. Long service leave is unlikely to be granted during the minimum notice period. Long service leave is forfeited on dismissal.

### **Compassionate Grant**

E31 On the death of a member, the Chief Executive will approve a cash grant of \$5,000 to:

- the surviving partner; or
- dependent children; or
- the estate of the deceased member.

E32 The employer will notify its group scheme insurer on the death of a member.

### **Parental Leave**

E33 The provisions of the Parental Leave and Employment Protection Act 1987 and its amendments shall apply to all members.

E34 The employer will try to hold the member's position open during their parental leave by filling it temporarily. If this is not reasonably practicable because it is a key position, the employer will, in order of priority, offer the member when they indicate their intention to return to work:

- the same position if vacant or a similar position to that previously occupied; or
- the following options:
  - an extension of parental leave up to twelve months until the previous position or a similar position becomes available; or
  - a similar position in another location with transfer assistance provided (with right of refusal); or
  - a different position in the same location with lower remuneration or different duties (with right of refusal); or
  - where the above extended parental leave expires and no position is available, a further extension of LWOP is given and the employer may terminate employment with three (3) months' notice. An ex-gratia payment equivalent to thirty (30) working days leave is payable, subject to the conditions in E30.

E35 Where a member, entitled to up to 12 months parental leave under the Parental Leave and Employment Protection Act, has taken or intends to take parental leave they are entitled to a payment equivalent to thirty (30) working days leave on pay at the rate applying for the 30 days immediately following the commencement of parental leave. This payment can be taken:

- on return from parental leave and the completion of three (3) months' further service; or
- on commencement of parental leave, in anticipation of returning to work and completing three (3) months' further service.

E36 Any adjustments to the salary scale that are backdated into the period covered will apply.

E37 A member who is absent on parental leave for less than 6 weeks (30 working days) will receive that proportion of the payment that their absence represents in working days.

E38 Any payment is to be based on the percentage rate of employment (FTE) prior to absence on parental leave. However, the Chief Executive may consider a case for full payment where a

member works less than full normal hours for a short period only, prior to parental leave.

#### **Re-entry after Child Care Absence**

- E39 A member who resigns to care for pre-school children and then re-applies within four years of resignation for any position for which they have the skills to fill competently shall be given preferential consideration. The position must be substantially the same in character and of the same or lower remuneration as their previous position. There is no right of review.
- E40 For this consideration the applicant must:
- give three months' notice of their intention and renew that notice at least one month before the date they wish to return to work or one month before the expiry date of their approved parental leave whichever is the earlier;
  - provide a birth certificate for the child;
  - sign a statutory declaration stating their absence has been to care for a pre-school child and they have not been in paid employment for more than 15 hours per week with another employer.
- E41 Where the employer is unable to appoint the applicant to a suitable vacancy within 3 months of the date of application, the benefits of these provisions shall lapse.
- E42 The period of absence will not count for leave purposes.

#### **Jury Service**

- E43 A member may be granted paid leave for Jury Service. Expenses may be retained by the member but all jurors' fees are to be paid to the employer unless the member elects to take annual leave or leave without pay, in which case the fees may be retained.

#### **Witness Leave**

- E44 Where a member is called as a witness in a private capacity for a Criminal or Traffic case, up to three days paid leave may be granted. The member is to recover fees and expenses from the party calling the witness and repay the fees to the employer.
- E45 Where the member is called as a witness in a private capacity for other than a Criminal or Traffic case, annual leave or leave without pay may be granted. The member is to pay any expenses incurred and can retain any fees and expenses awarded by the Court.

#### **Study Leave**

- E46 The employer may grant study leave and assistance to members who wish to undertake study, research or projects which are relevant to their employment and which will assist in the member's professional development.
- E47 Members should discuss their wishes before they enrol for a course of study.

E48 Assistance provided by the employer may include:

- Paid leave or time-off to attend courses, lectures, and vocation courses associated with correspondence study;
- Paid leave prior to, and for sitting the exam;
- Unpaid leave where the course is not specifically work related;
- Reimbursement of fees/costs.

#### **Leave for Civil Defence, Search & Rescue and Fire Fighting**

E49 Members may be granted the following paid leave at the employer's convenience:

- Civil Defence to attend conferences or courses sponsored or supported by the National Emergency Management Agency;
- Civil Defence and Search and Rescue up to three days for one off emergencies and up to ten days for approved volunteers in emergencies.
- Fire Fighting for emergency call-outs during normal working hours to members of recognised fire fighting forces, subject to prior approval being obtained to be on call.

#### **Leave for First Aid Training**

E50 Members required by the employer to attend First Aid Training shall be paid their normal salary and course fees will be paid by the employer. Members attending these courses outside working hours will be granted time off in lieu at the employer's convenience.

#### **Family Violence Leave**

E51 Members who are affected by family violence shall be entitled to 10 days of special leave to deal with the effects of family violence after completing 6 months' service. This special leave is in addition to existing leave entitlements. Family violence leave may be taken as consecutive, single or part days.

While members are obliged to notify their leader of their absence on leave as soon as reasonably practicable, it is recognised that this may not be possible in some circumstances (such as where domestic violence has recently occurred). Proof that family violence is occurring is not required.

A new 10-day entitlement will become available on a member's service anniversary each year. The leave cannot be carried forward. Should a member exhaust their entitlement to leave under this clause, they can access their other leave entitlements and may be able to access further paid special leave with the agreement of their people leader.

Members seeking further information on family violence support and guidance can access the support material on OnRamp, and make use of the external and internal support listed.

#### **Leave Requests**

E52 Waka Kotahi intends to support all staff to take the leave they need and acknowledges that there are individual circumstances in every leave request that need to be taken into consideration. After discussing it with their leader, employees can ask for a re-consideration of any leave request outcome. Employees can do this by contacting Pūmanawa Tāngata/People

and Safety. Pūmanawa Tāngata will consider the individual circumstances and ensure that a people centric outcome is obtained.

## **F      HEALTH AND SAFETY**

### **Work Environment**

F1 Waka Kotahi is committed to providing a safe and healthy work environment and shall comply with the requirements of the Health and Safety at Work Act 2015 and its amendments, its Regulations and relevant Occupational Safety and Health (OSH) Codes of Practice. Waka Kotahi is committed to an effective employee participation scheme.

F2 The employer will:

- provide showers where practicable;
- support workplace sport teams;
- encourage and support community-wide educational campaigns on health issues;
- where deemed necessary, provide the services and facilities for a health professional to provide check-ups in the workplace;
- provide in-house workstation assessments and adjustments and, where special circumstances require, an occupational therapist assessment;
- agree to paid time off for appointments with health care practitioners, where practicable; and
- provide access to an Employee Assistance Programme.

### **Protective Clothing**

F3 The employer will provide protective clothing to staff as necessary in the performance of their duties as appropriate to the conditions.

F4 Protective Clothing shall remain the property of the employer.

Protective clothing may include such items as:

- safety glasses;
- safety footwear;
- overalls;
- high visibility clothing;
- parka or swandri jacket;
- waterproof leggings and waders;
- safety equipment; and
- other items as necessitated by job requirements from time to time.

F5 The employer will reimburse the cost of laundering protective clothing on an actual and reasonable basis.

### **Eye Care**

F6 The employer will reimburse the cost of an annual eye test for all members who are required to operate a computer as part of their normal duties up to a maximum of \$103.50 (GST inclusive).

F7 If the test discloses that prescription spectacles are required for normal viewing distance of a VDU, then the employer will also reimburse to a maximum of \$554.78 (GST inclusive) for the cost of single prescription spectacles (including frames), bifocals, contact lenses, prescription sunglasses, LASIK or graduated lenses per person annually. This amount will be adjusted annually by CPI and published on OnRamp.

#### **Employee Assistance**

- F8 The parties commit themselves to the continuation of an employee assistance programme.
- F9 The employer and PSA recognise that it is in the best interests of the employer and the member that a person with impaired work performance should receive early assistance and at the same time be assured that receiving such assistance will in no way be detrimental to their career.
- F10 Use of the scheme will be voluntary although the employer may suggest that a member might benefit from use of the scheme.
- F11 Except for administrative requirements (e.g. leave records and medical certificates, etc) all discussions and records will remain confidential. No record will be placed on the member's personal file.
- F12 Absences to attend EAP sessions of less than 2 hours may be taken during work hours.
- F13 Use of the scheme will not affect the member's opportunities, job security etc.
- F14 EAP can be used for personal problems that could affect work performance. (The employer will not, however, intrude into a member's private life.)

#### **Health Checks**

- F15 Each member is entitled to participate in the employer's annual medical check-up, inclusive of flu inoculations.
- F16 Where a member requires inoculation while representing the employer overseas they shall be reimbursed the cost of such inoculations.

#### **Wellbeing Fund**

- F17 The employer operates a Wellbeing Fund for all members. Information about this fund is available on the intranet.

#### **Adverse Events**

- F18 The employer is committed to supporting members to prioritise their health, safety, and wellbeing during adverse events (including emergency situations such as a natural disasters and severe weather events). The employer will provide flexibility during such adverse events to enable members to contact their family to check on or report safety.

F19 Paid special leave and temporary flexible working arrangements may be granted by the employer where, as the result of an adverse event, a member needs to make immediate arrangements for:

- clean-up or repairs to their home or property;
- the care of children or other dependents; or
- other activities that support their recovery from the adverse event (e.g. counselling, conferring with their insurer).

F20 Members will be paid their relevant daily pay for a day/ shift if, because of an adverse event:

- they were delayed in getting to work; or
- the worksite at which they would otherwise be working on that day, is closed.

F21 The employer may allow members to take paid special leave to volunteer and support their wider whanau and communities where they are impacted by an adverse event. This will be assessed on a case-by-case basis and must not exceed the entitlements set out in clause E50 (Civil Defence, Search & Rescue and Firefighting).

## **G TERMINATION OF EMPLOYMENT**

### **Resignation**

- G1 Employment may be terminated by either party giving one months' notice in writing.
- G2 Where the employment is terminated by either party without the required notice, the required period's remuneration shall be paid by the employer or the member in lieu of notice, as the case may be, except in the case of dismissal for serious misconduct.
- G3 Where a member is absent from work for more than 3 consecutive working days without contacting the employer and without justifiable cause, they will be treated as having resigned their employment without notice, provided that the employer has made a reasonable attempt to contact the member.

### **Certificate of Service**

- G4 Members who leave the employer may be issued at their own request with a Certificate of Service which lists the positions the member has held but which does not express any judgement on the performance of duties.

### **Discipline and Dismissal**

- G5 Waka Kotahi upholds the good employer provisions of the Crown Entities Act. It is committed to a fair, reasonable and consistent approach to disciplinary matters.
- G6 Discipline and dismissal procedures should be conducted fairly and each stage of the procedure must involve:
- the member being advised of their right to representation
  - the keeping of a written record
  - the opportunity for the member to provide feedback if they wish and for that feedback to be considered
- G7 The policy and procedures to be followed when dealing with discipline matters are found in Waka Kotahi's policies and procedures.

### **Medical Retirement**

- G8 A member may be retired on medical grounds or the member may apply to retire on medical grounds if, the member is incapable of the proper performance of their duties and responsibilities under this agreement as a result of mental or physical illness.
- G9 Before taking any action under G10, the employer may require the member to undergo a medical examination by a registered medical practitioner approved by the employer or by two medical practitioners, one nominated by the employer and one by the member. All reports and recommendations as a result of the examination are to be made available in full to the member and the employer, with the exception of unnecessary intrusive information. The employer shall take into account any report or recommendations made available to it as a

result of that examination and any other relevant medical reports or recommendations which it might receive or might be tendered to it by, and on behalf of, the member.

- G10 A member who retires on medical grounds shall receive a taxable payment of three (3) months base salary regardless of the length of service, in lieu of notice. This notice is inclusive of any other notice period in this agreement.

## **H WORKPLACE RESTRUCTURING**

### **Introduction**

- H1 The parties to this agreement recognise the serious consequences that the loss of permanent employment can have on individual members and propose to minimise this as far as possible by attrition, reconfirmation and/or redeployment. The parties agree that it is preferable that members remain in employment.
- H2 The parties to this agreement also recognise that workplace change may not involve significant restructuring and a reduction in the number of employees. For example, change may involve technology, a process, office redesign, a policy, or a reporting line change. If a change does not invoke the provisions of Section H (see H3), the provisions of A8 apply.

### **Application**

- H3 The provisions of Section H shall be invoked when, as a result of the significant restructuring of all or any part of the employer, a reduction in the number of employees is required.
- H4 Redundancy occurs when the employment of a permanent member is terminated by the employer due to the fact that the position occupied by a member has or will become superfluous to the needs of the employer.
- H5 The provisions of Section H will not apply to any members engaged on a casual or short-term temporary or fixed term agreement basis, or members who are retiring.

### **Notification of Restructuring**

- H6 The employer will notify any member likely to be affected by the restructuring and discuss the options available to them. The employer will notify the PSA if any members are likely to be affected by the restructuring.
- H7 Members will also be notified that they can be assisted or represented at any stage in the process by the PSA.
- H8 The employer will consult with affected members for two weeks. The parties may agree to a different duration depending on the circumstances.

### **Options on Restructuring**

- H9 The range of options may include:
- Natural attrition through promotion, resignation and other reasons
  - Reconfirmation to a position in the new structure at the same location (or one within reasonable commuting distance) with the same or substantially similar duties and the same salary and terms and conditions of employment. Any member refusing reconfirmation will not be eligible for severance compensation.

- Redeployment to an alternative position at the same level or to a lower position.
- H10 An Expression of Interest (EOI) process may be used in a change process to support the reconfirmation and/or redeployment of affected employees. An EOI process is designed to support the placement of affected employees into jobs by enabling the employee to set out their preferences for available positions in a restructuring process. Depending on the circumstances of the change situation, an EOI process may be:
- closed - where only a set of affected employees can participate; and/or
  - open - where all employees affected by the change process can participate.

#### **Redeployment**

- H11 The offer of any alternative position will be made in writing and will include information on the location, remuneration, conditions of employment and job description for the offered position.
- H12 A member who refuses an offer of a suitable alternative position will not be eligible for any following provision of Section H including severance compensation.
- H13 Subject to the first two points below, a suitable alternative position is defined as one which has terms and conditions of employment no less favourable than those currently enjoyed by the member and does not involve a change in duties significant enough as to be unreasonable taking into account the member's skills, abilities, potential to be retrained and the nature of existing duties.
- The location may be different but not cause the member any undue hardship. Where additional travelling is involved the difference in public transport costs shall be reimbursed for up to one year.
  - If a member agrees to accept a position with remuneration at less than that of the previous position, an equalisation allowance of the difference between the two rates will be paid for two years. A lump sum option is available by agreement.
  - If the alternative position offered is not a suitable alternative position, the terms and conditions of the offer may be subject to negotiation between the member and the employer. The member may decline the offer at any stage prior to agreement without forfeiting their entitlement to the following Section H provisions.
  - Transfer expenses will be paid if a household relocation is involved, on an actual and reasonable basis.

#### **Notice of Surplus**

- H14 A member not placed by reconfirmation or redeployment is surplus.
- H15 A surplus member will be given no less than four weeks' notice of the termination of employment. This notice is inclusive of any other notice period in this agreement. At the employer's discretion, a member may finish earlier provided the unworked notice period is paid. During these four weeks the member shall make him or herself available for offers of alternative positions and should they decline an offer of a suitable alternative position under the provisions of H12, they will not be eligible for severance compensation.

- H16 During the notice period the employer will consult with the member about the options for surplus members and any other option that the employer may make available.
- H17 Subject to alternative offers by the employer, a member who finds alternative employment during the notice period may, with the employer's consent, which shall not be unreasonably withheld, terminate employment before the end of the notice period. A member who terminates employment early shall not receive payment for the balance of the notice period.

#### **Severance**

- H18 Where the employer is unable to offer redeployment to a suitable alternative position, and the member does not agree to redeployment to a lower banded position, or a position with less favourable terms and conditions the final option of severance shall apply.
- H19 Where the option of severance is applied, compensation shall be paid as follows based on the member's current base remuneration plus regular allowances:
- Thirteen weeks' remuneration
  - An additional two weeks' remuneration after completing three years of service and for each complete year thereafter.
- H20 The maximum severance compensation payable under this Clause is twenty-six weeks remuneration.

#### **Severance Compensation**

<b>Completed years of service</b>	<b>Severance compensation (weeks)</b>
0 – 1	13
2	13
3	15
4	17
5	19
6	21
7	23
8	25
9	26
10 or more	26

Severance compensation is taxable.

## **Employee Protection**

H21 In the event of the sale, transfer, merger, amalgamation or reconstruction of all or part of the employer including the work undertaken by the member, the following provisions apply:

- a) The employer will negotiate with the new employer with a view to endeavouring to have the new employer offer employment on no less favourable terms and conditions of employment, in the same or similar capacity, recognising service as continuous. The member will be advised of timeframes for such negotiation, and for the acceptance of any offer of employment or of any application and interview process, as soon as practicable.
- b) The member is entitled to choose whether or not to accept employment with the new employer. In the event that the new employer offers employment in terms of the clause H21 (a) above, no redundancy situation will arise, and the member will not be entitled to receive severance compensation, whether or not they choose to accept the offer of employment.
- c) In the event that the new employer is not prepared to offer employment, or offers employment on lesser terms and conditions and/or without recognition of service, the provisions of clauses H19 – H20 (severance) apply.

## I PERSONNEL AND INDUSTRIAL

### Rules, Policies and Procedures

I1 The member acknowledges and agrees to comply with the employer's rules, policies, procedures and code of conduct as advised and amended in writing from time to time.

The policies and procedures are available by accessing the employer's Intranet site.

### Duties

I2 Every member employed under this agreement shall undertake any work carried out as part of the employer's business consistent with the nature of existing duties, and as reasonably required by the employer provided that the member has, to undertake such work:

- the sufficient skills; or
- has or shall receive the necessary training.

### Waka Kotahi Policies and Member Participation

I3 The employer undertakes to consult with the PSA prior to any changes of substance to the policies including the Code of Conduct, which affects employment conditions.

### Access to Personal Files

I4 Members have access to their personal files in accordance with the provisions of the Official Information Act 1982 and the Privacy Act 2020.

### Equal Employment Opportunities

I5 The parties are committed to the principle of equality of employment opportunity. All terms and conditions of employment are to be implemented on that basis.

### Sexual Harassment

I6 Sexual harassment is verbal or physical behaviour of a sexual nature that is unwelcome to the receiver and is embarrassing or intrusive. It affects morale, work effectiveness and the right to enjoy a good working environment. Some types of behaviour constituting sexual harassment are:

- Sex-orientated jibes or abuse;
- Offensive gestures or comments;
- Unwanted and deliberate physical contact;
- Requests for sexual intercourse, including implied or overt promises for preferential treatment or threats concerning present or future employment status;
- The use of pictures/posters of a sexual or intimate nature;
- Persistent and unwelcome social invitations, phone calls or mail; or

- Obscene phone calls or email.
- I7 Sexual harassment may occur:
- Among co-employees;
  - Where a supervisor uses position and authority to take sexual advantage of another employee or to control or affect the career, remuneration or job of that employee;
  - In dealing with members of the public.
- I8 Responsibilities for Supervisors and Complainants when dealing with Sexual Harassment:
- It is the responsibility of the employer to maintain a work environment free of unwelcome behaviour and to provide a mechanism for reporting sexual harassment, ensuring a fair investigation and avoiding reprisals against the complainant;
  - Care is to be taken during the investigation of any complaint of sexual harassment and afterwards to prevent any disadvantage to the complainant and care must also be taken to protect the position of other parties if the complaint is found to be unwarranted.
  - the employer relies on supervisors at all levels to facilitate and encourage proper standards of personal and ethical conduct in the workplace.
- I9 Sexual harassment complaints must be taken seriously and handled with sensitivity and impartiality. Behaviour and gestures have different meanings in different cultures. What may be acceptable in one culture may not be in another. This needs to be taken into account in the workplace.

#### **Personal Grievance Procedure**

- I10 Any personal grievance shall be resolved in line with the Waka Kotahi Employment Relationship Problem Resolution Process (schedule 2).

#### **Dispute Procedure**

- I11 Any dispute shall be resolved in line with the Waka Kotahi Employment Relationship Problem Resolution Process (schedule 2).

#### **Flexible Working**

- I12 An employee is able to make a formal flexible working request under Part 6AA of the Employment Relations Act 2000.
- I13 Employees work from the location specified in their letter of offer. NZTA-Waka Kotahi also works with employees to support individuals to have informal arrangements to work from home or other alternative locations. These arrangements need to work for the individual, the team and the organisation and be consistent with the policies and procedures on OnRamp.
- I14 Other informal flexible working arrangements may also be supported, such as flexible hours (C12). These arrangements must be consistent with the policies and procedures on OnRamp and any specific provisions in this Collective Agreement (e.g. core hours).

## **J UNION FACILITIES**

### **Recognition**

- J1 The employer recognises the PSA, and its delegates, officials and officers, as representing the collective and individual interests of its members.
- J2 The employer acknowledges the right of the PSA to elect, select and support its representatives according to its rules.
- J3 The employer will provide new employees with information about the PSA, including relevant contact details. The PSA will provide the relevant contact details to be given to employees.
- J4 The employer will annually provide the PSA, where reasonable and practicable, with information related to the collective agreement, including the location and number of members who come under the coverage clause of the agreement. The information and arrangements for such will be agreed between the employer and the PSA.
- J5 The employer and the PSA may agree other arrangements for maintaining, establishing or further developing the relationship between them.

### **Delegates**

- J6 The employer supports the role of delegates in the workplace.
- J7 Reasonable paid time will be allocated to delegates to carry out their role effectively, providing operational requirements are met, within and beyond the workplace (subject to arrangements agreed between the PSA and the employer dealing with notice, timing etc). This includes time for recruitment, to meet with new and potential members, other delegates and the PSA officials over employment matters and/or PSA business, and attending regional and national (PSA) and other PSA forums.
- J8 Delegates may access Employment Relations Education Leave (EREL), in accordance with the Employment Relations Act 2000.

### **Access**

- J9 Union representative may enter the workplace for purposes relating to members' employment and/or other PSA business, including recruitment at reasonable times during work hours providing operational requirements are met. The PSA representative accessing the workplace will follow normal notification protocols, and observe any established safety or health or security procedures.

### **Deductions**

- J10 The employer shall deduct PSA membership fees, with the authorisation of each member from wages or salary, and shall remit these deductions to the PSA at a frequency in line with the

employer's pay periods. These arrangements are subject to any provisions separately agreed between the employer and the PSA.

- J11 When remitting deductions the employer will provide an electronic deduction schedule which allows the union to account for whom and over which period, fees have been deducted.

### **Union Meetings**

J12 PSA members are entitled to attend, on ordinary pay, at least two PSA meetings, up to a total of four hours in each calendar year. The number and duration of these meetings will be agreed within the total annual maximum of four hours.

J13 The PSA shall provide the employer at least fourteen (14) days' notice of the date and time of any such PSA meeting.

J14 The employer must be consulted regarding any request for such a meeting, so that arrangements are mutually agreed in respect of date, place and time of the meeting.

J15 Paid leave is only available for actual attendance at PSA meetings where the member would otherwise be working for the employer during the meeting.

J16 The PSA shall provide the employer with a list of names of PSA members who attended the meeting and the time at which the meeting finished.

J17 The employer and the PSA may agree additional allocations of time for paid union meetings.

J18 Agreed meetings over collective employment matters are not a debit against any allocation of time for PSA meetings.

J19 Sufficient members will remain at work so that the employer's operational requirements are maintained during any meeting.

### **Facilities**

J20 The employer will provide reasonable access to facilities for delegates to carry out their role. This includes, where practicable, access to a workstation (with word processing, email, printing and external internet capability), photocopying facilities and facilities for communication with members including meeting spaces, tele-conferencing facilities, notice boards, internal mail and telephone. In addition, members will be allowed reasonable access to the PSA's external website. In using these facilities, delegates and members will observe all the employer's normal standards and policies that apply to such facilities.

### **Productive Employment Relations**

J21 In committing to working together in a principled partnership, representatives of the employer and the PSA will meet regularly at a national and regional level. The meetings will occur at least quarterly. The meetings will have a balance of strategic and operational matters and will:

- discuss all issues that affect the working conditions of PSA members
- be the forum for the parties to discuss any issue of concern to them.

It is agreed that the opportunity for participation means:

- opportunity for full discussion of the issues concerned
- that disclosure will be made unless there are good reasons for treating the information as confidential, eg budget secrecy
- participation at a time where the results of the participative process will be considered before a final decision is made, unless there are external factors outside the Waka Kotahi control
- the matters raised in the participative process will be considered before a final decision is made.

K SIGNATORIES

For and on behalf of the  
NZ Transport Agency Waka Kotahi



Brett Gliddon  
*Chief Executive*

For and on behalf of the New Zealand  
Public Service Association Incorporated.



Cheryl Reynolds  
*Assistant Secretary*

Date: \_\_\_12\_\_\_/\_\_\_5\_\_\_/2025

## **SCHEDULE ONE: Remuneration Ranges and Positions**

Only positions that fall under coverage according to A2 are covered by this collective agreement, whether they are listed here or not. A minimum remuneration of \$60,216 applies from 1 July 2025 based on the 2025 living wage.

### **Remuneration ranges – 1 July 2025**

All figures are Total Base Pay.

	1 July 2025 Minimum (90%)	1 July 2025 100%	1 July 2025 Maximum (130%)
Band 11	\$60,216.00	\$60,216.00	\$78,281.00
Band 12	\$60,216.00	\$63,100.00	\$82,030.00
Band 13	\$61,843.00	\$68,714.00	\$89,328.00
Band 14	\$68,241.00	\$75,823.00	\$98,570.00
Band 15	\$78,810.00	\$87,567.00	\$113,837.00
Band 16	\$91,328.00	\$101,475.00	\$131,918.00
Band 17	\$109,408.00	\$121,564.00	\$158,033.00
Band 18	\$131,659.00	\$146,288.00	\$190,174.00
Band 19	\$156,458.00	\$173,842.00	\$225,995.00
Band 20	\$188,127.00	\$209,030.00	\$271,739.00
Band 21	\$222,443.00	\$247,159.00	\$321,307.00
Band 22	\$253,734.00	\$281,927.00	\$366,505.00

**Positions – as at 16 April 2025**

<b>Position Title</b>	<b>Position Band</b>	<b>Business Group</b>
Administrator	Band 11	Te Mahau   Customer and Services
Case Support	Band 11	Te Mahau   Customer and Services
Case Support	Band 11	Te Roopu Waeture   Regulatory
Case Support Officer	Band 11	Te Roopu Waeture   Regulatory
Mail Administrator - Business Processing	Band 11	Te Ama   Commercial and Corporate
Application Administration Officer	Band 12	Te Roopu Waeture   Regulatory
Customer Service Representative	Band 12	Te Mahau   Customer and Services
Customer Services Officer	Band 12	Te Toki   Transport Services
Finance Officer	Band 12	Te Ama   Commercial and Corporate
Revenue Integrity Support Officer	Band 12	Te Mahau   Customer and Services
Review Administrator	Band 12	Te Mahau   Customer and Services
Senior Customer Service Representative	Band 12	Te Mahau   Customer and Services
Tolling Operations Officer	Band 12	Te Mahau   Customer and Services
Accounts Payable	Band 13	Te Ama   Commercial and Corporate
Administration Officer	Band 13	Te Ama   Commercial and Corporate
Administrator	Band 13	Te Toki   Transport Services
Applications Officer	Band 13	Te Roopu Waeture   Regulatory
Associate Officer - Collections	Band 13	Te Mahau   Customer and Services
Associate Officer - Debt Services	Band 13	Te Mahau   Customer and Services
Business Support Coordinator	Band 13	Te Toki   Transport Services
Business Support Officer	Band 13	Te Ama   Commercial and Corporate
Case Officer	Band 13	Te Mahau   Customer and Services
Case Officer	Band 13	Te Roopu Waeture   Regulatory
Case Officer - Permitting	Band 13	Te Roopu Waeture   Regulatory
Collections Officer	Band 13	Te Mahau   Customer and Services

Commercial Licensing Officer	Band 13	Te Roopu Waeture   Regulatory
Compliance Support Officer	Band 13	Te Roopu Waeture   Regulatory
Corporate Support - Workplace Specialist	Band 13	Te Ama   Commercial and Corporate
Crash Analysis System Team Co-ordinator	Band 13	Te Mahau   Customer and Services
Debt Services Officer	Band 13	Te Mahau   Customer and Services
Emerging Professional	Band 13	Pūmanawa Tāngata   People and Safety
Enforcement Officer	Band 13	Te Mahau   Customer and Services
Event Coordinator	Band 13	Te Toki   Transport Services
Finance Officer	Band 13	Te Ama   Commercial and Corporate
Financial Finance Officer	Band 13	Te Ama   Commercial and Corporate
Financial Processing Officer	Band 13	Te Ama   Commercial and Corporate
LEV Officer	Band 13	Te Mahau   Customer and Services
Licensing Officer	Band 13	Te Roopu Waeture   Regulatory
Licensing Officer - Driver Safety	Band 13	Te Roopu Waeture   Regulatory
Low Emission Vehicles Officer	Band 13	Te Mahau   Customer and Services
Operations Support Specialist	Band 13	Te Mahau   Customer and Services
Parking Administrator	Band 13	Te Toki   Transport Services
Personal Assistant	Band 13	Te Ama   Commercial and Corporate
Project Management Trainee	Band 13	Te Toki   Transport Services
Quality Assurance Specialist	Band 13	Te Mahau   Customer and Services
Regional Administrator	Band 13	Te Ama   Commercial and Corporate
Revenue and Refund Officer	Band 13	Te Ama   Commercial and Corporate
Revenue Integrity Officer	Band 13	Te Mahau   Customer and Services
Revenue Integrity Support Officer	Band 13	Te Mahau   Customer and Services
RUC Assessment Officer	Band 13	Te Mahau   Customer and Services
Safer Driver Education Advisor	Band 13	Te Roopu Waeture   Regulatory
Senior Administration Officer	Band 13	Te Ama   Commercial and Corporate
Senior Case Officer	Band 13	Te Roopu Waeture   Regulatory

Team Administrator	Band 13	Te Ama   Commercial and Corporate
Team Administrator	Band 13	Te Roopu Waeture   Regulatory
Technical Administrator	Band 13	Te Roopu Waeture   Regulatory
Technical Training Administrator	Band 13	Te Toki   Transport Services
Travel Coordinator	Band 13	Te Ama   Commercial and Corporate
Workplace Specialist	Band 13	Te Ama   Commercial and Corporate
Executive Administrator	Band 14	Te Ama   Commercial and Corporate
Agencies Performance Analyst	Band 14	Te Roopu Waeture   Regulatory
Agent Operations Advisor	Band 14	Te Mahau   Customer and Services
Coordinator National Correspondence	Band 14	Te Waka Kōtuia   Engagement and Partnerships
Crash Data Processor	Band 14	Te Mahau   Customer and Services
Customer Relations Advisor	Band 14	Te Mahau   Customer and Services
Customer Response Advisor	Band 14	Te Toki   Transport Services
Emissions Coordinator	Band 14	Te Mahau   Customer and Services
Enforcement Coordinator	Band 14	Te Roopu Waeture   Regulatory
Executive Assistant	Band 14	Pūmanawa Tāngata   People and Safety
Executive Assistant	Band 14	Te Ama   Commercial and Corporate
Executive Assistant	Band 14	Te Aukaha   Digital Transformation
Executive Assistant	Band 14	Te Roopu Waeture   Regulatory
Executive Assistant	Band 14	Te Toki   Transport Services
Executive Assistant	Band 14	Te Tūāpae   System Leadership
Executive Assistant	Band 14	Te Waka Kōtuia   Engagement and Partnerships
Junior Geospatial Analyst	Band 14	Te Tūāpae   System Leadership
Learning Coordinator	Band 14	Pūmanawa Tāngata   People and Safety
Maintenance and Operations Coordinator	Band 14	Te Toki   Transport Services
National Coordinator	Band 14	Te Waka Kōtuia   Engagement and Partnerships
National Correspondence Coordinator	Band 14	Te Waka Kōtuia   Engagement and Partnerships
National Fleet Coordinator	Band 14	Te Ama   Commercial and Corporate

National Support Services Coordinator	Band 14	Te Ama   Commercial and Corporate
Network Technician	Band 14	Te Toki   Transport Services
Office Coordinator	Band 14	Te Toki   Transport Services
Office Manager, TREC	Band 14	Te Ama   Commercial and Corporate
Operations Advisor	Band 14	Te Mahau   Customer and Services
Payroll Operations Specialist	Band 14	Pūmanawa Tāngata   People and Safety
People Operations Advisor	Band 14	Pūmanawa Tāngata   People and Safety
People Operations Specialist	Band 14	Pūmanawa Tāngata   People and Safety
Planning Technician	Band 14	Te Toki   Transport Services
Project Coordinator	Band 14	Te Ama   Commercial and Corporate
Project Coordinator	Band 14	Te Roopu Waeture   Regulatory
Project Coordinator	Band 14	Te Toki   Transport Services
Project Coordinator - Business Practice	Band 14	Te Roopu Waeture   Regulatory
Real Time Operator	Band 14	Te Toki   Transport Services
Real Time Planner	Band 14	Te Mahau   Customer and Services
Senior Administrator	Band 14	Te Toki   Transport Services
Senior Case Officer	Band 14	Te Roopu Waeture   Regulatory
Senior Enforcement Officer	Band 14	Te Mahau   Customer and Services
Senior Real Time Operator	Band 14	Te Toki   Transport Services
Senior Revenue Integrity Officer	Band 14	Te Mahau   Customer and Services
Senior RUC Assessment Officer	Band 14	Te Mahau   Customer and Services
Technical Coach	Band 14	Te Mahau   Customer and Services
Technical Lead	Band 14	Te Roopu Waeture   Regulatory
Technical Specialist, Debt	Band 14	Te Mahau   Customer and Services
Technical Specialist, ERI	Band 14	Te Mahau   Customer and Services
TG Transport Operations Centre Operator	Band 14	Te Toki   Transport Services
Traffic Signal Network Operator (Optimisation)	Band 14	Te Toki   Transport Services
Traffic Signals Operator	Band 14	Te Toki   Transport Services

Trainer	Band 14	Te Mahau   Customer and Services
Transport Network Lead Operator - I	Band 14	Te Toki   Transport Services
Transport Network Operator	Band 14	Te Toki   Transport Services
Transport Network Operator (Optimisation)	Band 14	Te Toki   Transport Services
Transport Operations Centre Operator	Band 14	Te Toki   Transport Services
Transport Operations Centre Senior Operator	Band 14	Te Toki   Transport Services
Travel Advisor	Band 14	Te Toki   Transport Services
Advisor	Band 15	Te Roopu Waeture   Regulatory
Advisor	Band 15	Te Waka Kōtuia   Engagement and Partnerships
Advisor - Channels	Band 15	Te Mahau   Customer and Services
Advisor - Design and Brand	Band 15	Te Waka Kōtuia   Engagement and Partnerships
Advisor - Ministerial Services	Band 15	Te Waka Kōtuia   Engagement and Partnerships
Advisor - Practice Area	Band 15	Te Toki   Transport Services
Advisor - Regulatory Implementation	Band 15	Te Roopu Waeture   Regulatory
Advisor - Regulatory Standards and Guidance	Band 15	Te Roopu Waeture   Regulatory
Advisor (Ministerial Services)	Band 15	Te Waka Kōtuia   Engagement and Partnerships
Advisor Regulatory Implementation	Band 15	Te Roopu Waeture   Regulatory
Advisor Regulatory Standards & Guidance	Band 15	Te Roopu Waeture   Regulatory
Advisor, Channels	Band 15	Te Mahau   Customer and Services
Analyst Performance & Insights	Band 15	Te Toki   Transport Services
Asset Management Technician	Band 15	Te Toki   Transport Services
Associate Transport Planner	Band 15	Te Toki   Transport Services
Business Accountant	Band 15	Te Ama   Commercial and Corporate
Business Advisor	Band 15	Te Mahau   Customer and Services
Business Analyst	Band 15	Te Ama   Commercial and Corporate
Business Analyst	Band 15	Te Aukaha   Digital Transformation
Business Analyst	Band 15	Te Mahau   Customer and Services
Business Analyst	Band 15	Te Roopu Waeture   Regulatory

Business Intelligence Analyst	Band 15	Te Tūāpae   System Leadership
Business Support Team Leader	Band 15	Te Toki   Transport Services
CAS Data Analyst	Band 15	Te Aukaha   Digital Transformation
Certification Assessor - Safer Vehicles, Upper North Island	Band 15	Te Roopu Waeture   Regulatory
Compliance and Technical Officer	Band 15	Te Mahau   Customer and Services
Compliance Officer	Band 15	Te Mahau   Customer and Services
Compliance Officer	Band 15	Te Roopu Waeture   Regulatory
Contracts Officer	Band 15	Te Roopu Waeture   Regulatory
Digital Associate	Band 15	Te Aukaha   Digital Transformation
Education Advisor	Band 15	Te Waka Kōtuia   Engagement and Partnerships
Environmental Specialist	Band 15	Te Toki   Transport Services
EPMO Advisor	Band 15	Te Ama   Commercial and Corporate
Executive Assistant - Chief Executives Office	Band 15	Chief of Staff Office
Financial Analyst	Band 15	Te Ama   Commercial and Corporate
Financial Planning and Reporting Accountant	Band 15	Te Ama   Commercial and Corporate
Geospatial Analyst	Band 15	Te Tūāpae   System Leadership
Governance Advisor	Band 15	Te Ama   Commercial and Corporate
Graphic Designer	Band 15	Te Waka Kōtuia   Engagement and Partnerships
HR Advisor	Band 15	Pūmanawa Tāngata   People and Safety
Information and Knowledge Advisor	Band 15	Te Aukaha   Digital Transformation
Investigator	Band 15	Te Roopu Waeture   Regulatory
Legal Recoveries Officer	Band 15	Te Mahau   Customer and Services
National Ticketing Solution Governance Advisor	Band 15	Te Mahau   Customer and Services
Network Engineer	Band 15	Te Toki   Transport Services
Operations Analyst	Band 15	Te Roopu Waeture   Regulatory
People Operations Advisor	Band 15	Pūmanawa Tāngata   People and Safety
Planned Works Coordinator	Band 15	Te Toki   Transport Services
Planner	Band 15	Te Toki   Transport Services

Policy Advisor	Band 15	Te Tūāpae   System Leadership
Portfolio Coordinator	Band 15	Te Ama   Commercial and Corporate
Portfolio Coordinator	Band 15	Te Toki   Transport Services
Portfolio Coordinator Digital	Band 15	Te Aukaha   Digital Transformation
Portfolio Coordinator - Regulatory Strategic Programmes	Band 15	Te Roopu Waeture   Regulatory
Procurement Monitoring and Reporting Analyst	Band 15	Te Ama   Commercial and Corporate
Program Coordinator	Band 15	Te Aukaha   Digital Transformation
Programme Coordinator	Band 15	Te Aukaha   Digital Transformation
Programme Coordinator	Band 15	Te Roopu Waeture   Regulatory
Property Coordinator	Band 15	Te Ama   Commercial and Corporate
Protective Security Co-ordinator	Band 15	Te Aukaha   Digital Transformation
Real Time Operations Team Leader	Band 15	Te Toki   Transport Services
Real Time Operations Trainer	Band 15	Te Toki   Transport Services
Regulatory Compliance Advisor	Band 15	Te Roopu Waeture   Regulatory
Revenue Accountant	Band 15	Te Ama   Commercial and Corporate
Revenue Compliance Officer	Band 15	Te Roopu Waeture   Regulatory
Road Safety Technical Support Officer	Band 15	Te Toki   Transport Services
Scheduler, Mobile Safety Cameras	Band 15	Te Toki   Transport Services
Security Assurance Specialist - Digital	Band 15	Te Aukaha   Digital Transformation
Security Group Coordinator	Band 15	Te Aukaha   Digital Transformation
Senior Case Officer	Band 15	Te Mahau   Customer and Services
Senior Case Officer	Band 15	Te Roopu Waeture   Regulatory
Senior Case Officer - Compliance & Enforcement	Band 15	Te Roopu Waeture   Regulatory
Senior Case Officer - Permitting	Band 15	Te Roopu Waeture   Regulatory
Senior Commercial Licensing Officer	Band 15	Te Roopu Waeture   Regulatory
Senior Licensing Officer	Band 15	Te Roopu Waeture   Regulatory
Senior Licensing Officer – Driver Safety	Band 15	Te Roopu Waeture   Regulatory
Senior Program Coordinator	Band 15	Te Roopu Waeture   Regulatory

Senior Programme Coordinator	Band 15	Te Ama   Commercial and Corporate
Senior Programme Coordinator	Band 15	Te Roopu Waeture   Regulatory
Senior Project Coordinator	Band 15	Te Roopu Waeture   Regulatory
Senior Real Time Operator	Band 15	Te Toki   Transport Services
Senior Trainer	Band 15	Te Toki   Transport Services
Senior Travel Information Advisor	Band 15	Te Toki   Transport Services
Senior WTOC Trainer	Band 15	Te Toki   Transport Services
Statistical Analyst	Band 15	Te Tūāpae   System Leadership
Team Lead - Customer Service Operations - II	Band 15	Te Mahau   Customer and Services
Team Leader	Band 15	Te Mahau   Customer and Services
Team Leader - Operational Support	Band 15	Te Mahau   Customer and Services
Team Leader Coordinators	Band 15	Te Waka Kōtuia   Engagement and Partnerships
Team Leader Customer Services	Band 15	Te Mahau   Customer and Services
Team Manager	Band 15	Te Ama   Commercial and Corporate
Technical Advisor	Band 15	Te Roopu Waeture   Regulatory
Technical Support Officer	Band 15	Te Mahau   Customer and Services
Technical Training Advisor	Band 15	Te Toki   Transport Services
Technology Asset Specialist	Band 15	Te Aukaha   Digital Transformation
Technology Support Specialist	Band 15	Te Aukaha   Digital Transformation
Transport Network Operator - Senior	Band 15	Te Toki   Transport Services
Transport Network Operator - Senior (Optimisation)	Band 15	Te Toki   Transport Services
Transport Network Operator (Travel Information)	Band 15	Te Toki   Transport Services
Workforce Planner	Band 15	Te Mahau   Customer and Services
Workforce Planner/Operations Analyst	Band 15	Te Toki   Transport Services
Advisor	Band 16	Te Toki   Transport Services
Advisor	Band 16	Te Waka Kōtuia   Engagement and Partnerships
Advisor - Communications & Engagement	Band 16	Te Waka Kōtuia   Engagement and Partnerships
Advisor - Portfolio Definition	Band 16	Te Toki   Transport Services

Advisor - Programme Controls	Band 16	Te Toki   Transport Services
Advisor Safer Vehicles Technical	Band 16	Te Roopu Waeture   Regulatory
Advisor Social Media and Content	Band 16	Te Waka Kōtuia   Engagement and Partnerships
Advisor, Communications and Engagement	Band 16	Te Waka Kōtuia   Engagement and Partnerships
Advisor, Regulatory Evidence & Insights	Band 16	Te Roopu Waeture   Regulatory
Advisor, Regulatory Monitoring & Evaluation	Band 16	Te Roopu Waeture   Regulatory
Analyst - People	Band 16	Pūmanawa Tāngata   People and Safety
Analyst - Portfolio Performance and Insights	Band 16	Te Toki   Transport Services
Analyst Community Based Driver Licensing Initiatives	Band 16	Te Roopu Waeture   Regulatory
Analyst Regulatory Intelligence and Risk	Band 16	Te Roopu Waeture   Regulatory
Applications Engineer	Band 16	Te Aukaha   Digital Transformation
Applications Team Leader	Band 16	Te Roopu Waeture   Regulatory
Area Engineer	Band 16	Te Toki   Transport Services
Asset Data Analyst	Band 16	Te Aukaha   Digital Transformation
Border & Entry Certification Officer	Band 16	Te Roopu Waeture   Regulatory
Business Support Manager	Band 16	Te Toki   Transport Services
Case Manager	Band 16	Te Roopu Waeture   Regulatory
Certification Investigator	Band 16	Te Roopu Waeture   Regulatory
Certification Officer	Band 16	Te Roopu Waeture   Regulatory
Change Analyst	Band 16	Te Roopu Waeture   Regulatory
Content Advisor	Band 16	Te Roopu Waeture   Regulatory
Content Specialist	Band 16	Te Mahau   Customer and Services
Corridor Activity Manager	Band 16	Te Toki   Transport Services
Customer Insights Specialist	Band 16	Te Tūāpae   System Leadership
Events Planing Specialist	Band 16	Te Toki   Transport Services
Finance Services System and Reporting Analyst	Band 16	Te Ama   Commercial and Corporate
Financial Processing Accountant	Band 16	Te Ama   Commercial and Corporate
Geospatial Systems Analyst	Band 16	Te Aukaha   Digital Transformation

Health, Safety & Wellbeing Reporting Analyst	Band 16	Pūmanawa Tāngata   People and Safety
HR Advisor	Band 16	Pūmanawa Tāngata   People and Safety
HR Business Analyst	Band 16	Pūmanawa Tāngata   People and Safety
HSW Advisor Systems and Standards	Band 16	Pūmanawa Tāngata   People and Safety
Insurance Risk Specialist	Band 16	Te Ama   Commercial and Corporate
Intermediate Planner	Band 16	Te Toki   Transport Services
Investigator	Band 16	Te Roopu Waeture   Regulatory
Investment Advisor	Band 16	Te Ama   Commercial and Corporate
Investment Advisor	Band 16	Te Toki   Transport Services
Learning and Development Consultant	Band 16	Te Aukaha   Digital Transformation
Learning and Organisational Development Consultant	Band 16	Pūmanawa Tāngata   People and Safety
Legal Counsel	Band 16	Te Ama   Commercial and Corporate
Legal Counsel Environment and Property	Band 16	Te Ama   Commercial and Corporate
Manager Transport Technology Operations Transport	Band 16	Te Aukaha   Digital Transformation
Multimodal Advisor	Band 16	Te Toki   Transport Services
Network Finance Analyst	Band 16	Te Toki   Transport Services
Network Manager	Band 16	Te Toki   Transport Services
Network Manager - Central Waikato	Band 16	Te Toki   Transport Services
Network Manager - Structures and Projects	Band 16	Te Toki   Transport Services
Network Manager - Transport Services	Band 16	Te Toki   Transport Services
Operational Policy Advisor	Band 16	Te Roopu Waeture   Regulatory
Operational Services Team Leader	Band 16	Te Toki   Transport Services
Operations Analyst	Band 16	Te Roopu Waeture   Regulatory
Operations Specialist	Band 16	Te Mahau   Customer and Services
People Analyst	Band 16	Pūmanawa Tāngata   People and Safety
People Analytics & Reporting	Band 16	Pūmanawa Tāngata   People and Safety
People Experience Designer	Band 16	Pūmanawa Tāngata   People and Safety
Planning Specialist	Band 16	Te Toki   Transport Services

Policy Advisor	Band 16	Te Tūāpae   System Leadership
Procurement Specialist	Band 16	Te Ama   Commercial and Corporate
Programme Advisor - Education and Marketing	Band 16	Te Waka Kōtuia   Engagement and Partnerships
Programme and Reporting Advisor	Band 16	Te Waka Kōtuia   Engagement and Partnerships
Project Control Specialist	Band 16	Te Toki   Transport Services
Project Controls Specialist	Band 16	Te Toki   Transport Services
Project Manager	Band 16	Te Toki   Transport Services
Property Business Accountant	Band 16	Te Ama   Commercial and Corporate
Property Disposal Manager	Band 16	Te Toki   Transport Services
Public Transport Advisor	Band 16	Te Toki   Transport Services
QA Engineer	Band 16	Te Aukaha   Digital Transformation
Real Time Operations Shift Lead	Band 16	Te Toki   Transport Services
Real Time Operations Team Leader	Band 16	Te Toki   Transport Services
Real Time Operations Team Leader (Travel Information)	Band 16	Te Toki   Transport Services
Regulatory Assurance Advisor	Band 16	Te Roopu Waeture   Regulatory
Research Advisor	Band 16	Te Toki   Transport Services
Risk and Assurance Advisor	Band 16	Te Ama   Commercial and Corporate
Risk Assurance Advisor	Band 16	Te Roopu Waeture   Regulatory
Road Asset Information Specialist	Band 16	Te Aukaha   Digital Transformation
RUC Assessments Manager	Band 16	Te Mahau   Customer and Services
Safer Driver Education Advisor	Band 16	Te Roopu Waeture   Regulatory
Safety Camera Advisor	Band 16	Te Roopu Waeture   Regulatory
Security Analyst	Band 16	Te Aukaha   Digital Transformation
Senior Advisor - Communications & Engagement	Band 16	Te Toki   Transport Services
Senior Advisor - Compliance & Enforcement - II	Band 16	Te Roopu Waeture   Regulatory
Senior CAS Data Analyst	Band 16	Te Aukaha   Digital Transformation
Senior Compliance Officer	Band 16	Te Mahau   Customer and Services
Senior Compliance Officer	Band 16	Te Roopu Waeture   Regulatory

Senior Coordinator Portfolio Governance	Band 16	Te Toki   Transport Services
Senior Customer Relations Advisor	Band 16	Te Mahau   Customer and Services
Senior Digital Performance Analyst	Band 16	Te Aukaha   Digital Transformation
Senior Financial Services Analyst	Band 16	Te Ama   Commercial and Corporate
Senior Financial Systems Analyst	Band 16	Te Ama   Commercial and Corporate
Senior Licensing Officer	Band 16	Te Roopu Waeture   Regulatory
Senior Licensing Officer Driver Testing & Training	Band 16	Te Roopu Waeture   Regulatory
Senior QA Engineer	Band 16	Te Aukaha   Digital Transformation
Senior Revenue Compliance Officer	Band 16	Te Roopu Waeture   Regulatory
Senior Safety Engineer	Band 16	Te Toki   Transport Services
Senior Technical Advisor	Band 16	Te Mahau   Customer and Services
Senior Technology Support Specialist	Band 16	Te Aukaha   Digital Transformation
Senior Vendor Performance Specialist	Band 16	Te Aukaha   Digital Transformation
ServiceNow Platform Administrator	Band 16	Te Aukaha   Digital Transformation
Software Licensing and Compliance Specialist	Band 16	Te Aukaha   Digital Transformation
Specialist Standards & Quality	Band 16	Te Toki   Transport Services
System Engineer - Corporate	Band 16	Te Aukaha   Digital Transformation
Systems Engineer - Transport	Band 16	Te Aukaha   Digital Transformation
Systems Information Advisor	Band 16	Te Aukaha   Digital Transformation
Talent Acquisition Advisor	Band 16	Pūmanawa Tāngata   People and Safety
Team Leader	Band 16	Te Roopu Waeture   Regulatory
Team Leader - Revenue Reporting and Analysis	Band 16	Te Ama   Commercial and Corporate
Team Leader Revenue and Refunds	Band 16	Te Ama   Commercial and Corporate
Team Leader, Regulatory Learning Delivery	Band 16	Te Mahau   Customer and Services
Team Manager - TTP	Band 16	Te Mahau   Customer and Services
Team Manager Agent Operations	Band 16	Te Mahau   Customer and Services
Team Manager Collections and Recoveries	Band 16	Te Mahau   Customer and Services
Team Manager Debt Services	Band 16	Te Mahau   Customer and Services

Team Manager Exemptions and Registers Integrity	Band 16	Te Mahau   Customer and Services
Team Manager, Technical Coaching	Band 16	Te Mahau   Customer and Services
Technical Operations Advisor	Band 16	Te Toki   Transport Services
Traffic and Safety Engineer	Band 16	Te Toki   Transport Services
Traffic Engineer	Band 16	Te Toki   Transport Services
Traffic Management Coordination Team Lead	Band 16	Te Toki   Transport Services
Transport Planner	Band 16	Te Toki   Transport Services
Travel Information Team Leader	Band 16	Te Toki   Transport Services
UX/UI Designer	Band 16	Te Aukaha   Digital Transformation
Vehicle Specialist	Band 16	Te Roopu Waeture   Regulatory
Work Planning Specialist	Band 16	Te Tūāpae   System Leadership
Asset Manager	Band 17	Te Toki   Transport Services
Asset Manager - Corridor Assets - WTA	Band 17	Te Toki   Transport Services
Asset Manager - Transport Technology and Tunnels	Band 17	Te Toki   Transport Services
Border and Entry Certification Advisor	Band 17	Te Roopu Waeture   Regulatory
CAPTIF Senior Engineer Construction	Band 17	Te Toki   Transport Services
CAPTIF Senior Engineer Electronics	Band 17	Te Toki   Transport Services
Change and Release Specialist	Band 17	Te Aukaha   Digital Transformation
Change, Release and Environments Manager	Band 17	Te Aukaha   Digital Transformation
Cloud Engineer	Band 17	Te Aukaha   Digital Transformation
Contingent Workforce Manager	Band 17	Te Aukaha   Digital Transformation
Data Analyst	Band 17	Te Aukaha   Digital Transformation
Data Engineer	Band 17	Te Aukaha   Digital Transformation
Data Modeller	Band 17	Te Aukaha   Digital Transformation
Data Scientist	Band 17	Te Tūāpae   System Leadership
Data Warehouse Architect	Band 17	Te Aukaha   Digital Transformation
Data Warehouse Technical Specialist	Band 17	Te Aukaha   Digital Transformation
Developer	Band 17	Te Aukaha   Digital Transformation

Driver Testing and Training Advisor	Band 17	Te Roopu Waeture   Regulatory
Finance Business Partner	Band 17	Te Ama   Commercial and Corporate
GIS Programme and Tenure Manager - Disposals - National	Band 17	Te Toki   Transport Services
Health, Safety & Wellbeing Partner	Band 17	Pūmanawa Tāngata   People and Safety
Heavy Vehicle Certification Advisor	Band 17	Te Roopu Waeture   Regulatory
Heavy Vehicle Certification Officer	Band 17	Te Roopu Waeture   Regulatory
HR Process Improvement Lead	Band 17	Pūmanawa Tāngata   People and Safety
Kaitohutohu Matua Te Ara Poutama	Band 17	Pūmanawa Tāngata   People and Safety
Lead Business Analyst	Band 17	Te Roopu Waeture   Regulatory
Learning Designer	Band 17	Pūmanawa Tāngata   People and Safety
Manager LEV and Operational Support	Band 17	Te Mahau   Customer and Services
Manager Payroll	Band 17	Pūmanawa Tāngata   People and Safety
Manager, Customer Relations	Band 17	Te Mahau   Customer and Services
National Ticketing Solution Stakeholder Management Advisor	Band 17	Te Mahau   Customer and Services
Operational Advisor	Band 17	Te Roopu Waeture   Regulatory
Optimisation Information Analyst	Band 17	Te Toki   Transport Services
PPM Toolsets Specialist	Band 17	Te Ama   Commercial and Corporate
Principal Advisor – Public Transport Data and Insights	Band 17	Te Toki   Transport Services
Principal Advisor - Transport Portfolio	Band 17	Te Toki   Transport Services
Principal Compliance Officer	Band 17	Te Roopu Waeture   Regulatory
Product Analyst	Band 17	Te Aukaha   Digital Transformation
Programme Lead	Band 17	Te Roopu Waeture   Regulatory
Project Manager	Band 17	Te Aukaha   Digital Transformation
Regional Advisor Safer Drivers	Band 17	Te Roopu Waeture   Regulatory
Safe Drivers - Regional Advisor	Band 17	Te Roopu Waeture   Regulatory
Safer Drivers - Regional Advisor	Band 17	Te Roopu Waeture   Regulatory
Security Specialist	Band 17	Te Aukaha   Digital Transformation

Senior Advisor	Band 17	Te Ama   Commercial and Corporate
Senior Advisor	Band 17	Te Mahau   Customer and Services
Senior Advisor	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor	Band 17	Te Toki   Transport Services
Senior Advisor	Band 17	Te Tūāpae   System Leadership
Senior Advisor	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor - Assurance	Band 17	Te Toki   Transport Services
Senior Advisor - Change & Internal Communications	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor - Channels	Band 17	Te Mahau   Customer and Services
Senior Advisor - Communications & Engagement	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor - Content Producer	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor - Customer and Services Technology	Band 17	Te Mahau   Customer and Services
Senior Advisor - Evaluation	Band 17	Te Tūāpae   System Leadership
Senior Advisor - Investments	Band 17	Te Ama   Commercial and Corporate
Senior Advisor - Ministerial Services	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor - Multimodal Innovation	Band 17	Te Toki   Transport Services
Senior Advisor - Portfolio Definition	Band 17	Te Toki   Transport Services
Senior Advisor - Portfolio Management	Band 17	Te Ama   Commercial and Corporate
Senior Advisor - Procurement Intelligence	Band 17	Te Ama   Commercial and Corporate
Senior Advisor - Procurement Policy, Process and Capability	Band 17	Te Ama   Commercial and Corporate
Senior Advisor - Programme Controls	Band 17	Te Toki   Transport Services
Senior Advisor - Public Transport	Band 17	Te Toki   Transport Services
Senior Advisor - Regional Portfolio Controls	Band 17	Te Toki   Transport Services
Senior Advisor - Regulatory	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor - Regulatory Monitoring and Evaluation	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor - Reward	Band 17	Pūmanawa Tāngata   People and Safety
Senior Advisor - Strategy	Band 17	Te Tūāpae   System Leadership
Senior Advisor - TOC Technology	Band 17	Te Toki   Transport Services

Senior Advisor - Urban Mobility	Band 17	Te Toki   Transport Services
Senior Advisor Climate and Sustainability Reporting	Band 17	Te Ama   Commercial and Corporate
Senior Advisor Communications & Engagement	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor Content - Regional Delivery	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor Digital Performance	Band 17	Te Aukaha   Digital Transformation
Senior Advisor Events and Sponsorship	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor Government Services and Programmes	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor in Engagement & Partnerships	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor Investment Framework	Band 17	Te Ama   Commercial and Corporate
Senior Advisor Kaitohutohu Matua - Iwi Communications	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor Performance	Band 17	Te Mahau   Customer and Services
Senior Advisor Regional Portfolio Controls	Band 17	Te Toki   Transport Services
Senior Advisor Regulatory Implementation	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor Regulatory Standards and Guidance	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor Road Policing Investment	Band 17	Te Tūāpae   System Leadership
Senior Advisor Safer Vehicles Technical	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor Safety Partnerships	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor Social Media and Digital Marketing	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor Standards and Guidelines	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor Standards and Guidelines (Drivers)	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor, Channels	Band 17	Te Mahau   Customer and Services
Senior Advisor, Communications and Engagement	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor, Enterprise Communications	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Advisor, Governance and Assurance	Band 17	Te Ama   Commercial and Corporate
Senior Advisor, ITS Standards and Specifications	Band 17	Te Aukaha   Digital Transformation
Senior Advisor, Public Transport	Band 17	Te Toki   Transport Services
Senior Advisor, Regulatory Evidence & Insights	Band 17	Te Roopu Waeture   Regulatory
Senior Advisor, Regulatory Monitoring & Evaluation	Band 17	Te Roopu Waeture   Regulatory

Senior Analyst	Band 17	Te Tūāpae   System Leadership
Senior Analyst - Portfolio Performance & Insights	Band 17	Te Toki   Transport Services
Senior Analyst - Reporting and Insights	Band 17	Te Ama   Commercial and Corporate
Senior Analyst - Reporting and Insights	Band 17	Te Mahau   Customer and Services
Senior Analyst Community Based Driver Licensing Initiatives	Band 17	Te Roopu Waeture   Regulatory
Senior Analyst Cost Recovery	Band 17	Te Roopu Waeture   Regulatory
Senior Analyst Performance and Insights	Band 17	Te Toki   Transport Services
Senior Analyst Programmes	Band 17	Te Tūāpae   System Leadership
Senior Analyst Regulatory Risk & Intelligence	Band 17	Te Roopu Waeture   Regulatory
Senior Analyst, Financial Modelling	Band 17	Te Ama   Commercial and Corporate
Senior Applications Engineer	Band 17	Te Aukaha   Digital Transformation
Senior Asset Engineer Geotech	Band 17	Te Toki   Transport Services
Senior Asset Management/Infrastructure Act	Band 17	Te Ama   Commercial and Corporate
Senior Assurance and Internal Audit Advisor	Band 17	Te Ama   Commercial and Corporate
Senior Business Advisor	Band 17	Te Mahau   Customer and Services
Senior Business Analyst	Band 17	Te Aukaha   Digital Transformation
Senior Business Analyst	Band 17	Te Roopu Waeture   Regulatory
Senior Business Analyst	Band 17	Te Toki   Transport Services
Senior Business Intelligence Analyst	Band 17	Te Mahau   Customer and Services
Senior Business Intelligence Analyst	Band 17	Te Tūāpae   System Leadership
Senior Business Intelligence Specialist	Band 17	Te Tūāpae   System Leadership
Senior Certification Investigator	Band 17	Te Roopu Waeture   Regulatory
Senior Change Advisor	Band 17	Te Ama   Commercial and Corporate
Senior Change Advisor	Band 17	Te Aukaha   Digital Transformation
Senior Communications Advisor - NTS	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Communications Advisor Enterprise	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Communications Advisor Enterprise - Road Efficiency Group	Band 17	Te Waka Kōtuia   Engagement and Partnerships

Senior Communications Advisor Regulatory - Driver Licensing	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Compliance and Integrity Advisor	Band 17	Te Ama   Commercial and Corporate
Senior Consultant, Emerging Talent	Band 17	Pūmanawa Tāngata   People and Safety
Senior Contract Specialist	Band 17	Te Aukaha   Digital Transformation
Senior Credit and Compliance Officer	Band 17	Te Mahau   Customer and Services
Senior Critical Risk Advisor	Band 17	Pūmanawa Tāngata   People and Safety
Senior Customer Insights Specialist	Band 17	Te Tūāpae   System Leadership
Senior Data Analyst Asset Information	Band 17	Te Toki   Transport Services
Senior Database Administrator	Band 17	Te Aukaha   Digital Transformation
Senior Education Advisor	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Engineer	Band 17	Te Roopu Waeture   Regulatory
Senior Engineer (TCD)	Band 17	Te Roopu Waeture   Regulatory
Senior Engineer Pavements	Band 17	Te Toki   Transport Services
Senior Environmental Specialist - Natural Environment	Band 17	Te Toki   Transport Services
Senior Environmentalist Specialist - Natural Environment	Band 17	Te Toki   Transport Services
Senior Financial Accountant	Band 17	Te Ama   Commercial and Corporate
Senior Financial Business Analyst	Band 17	Te Ama   Commercial and Corporate
Senior Financial Reporting Accountant	Band 17	Te Ama   Commercial and Corporate
Senior Financial Systems Analyst	Band 17	Te Ama   Commercial and Corporate
Senior FMIS Support Analyst	Band 17	Te Ama   Commercial and Corporate
Senior Geospatial Advisor	Band 17	Te Tūāpae   System Leadership
Senior Geospatial System Specialist	Band 17	Te Aukaha   Digital Transformation
Senior Graphic Designer	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior HR Advisor	Band 17	Pūmanawa Tāngata   People and Safety
Senior Human Resources Advisor	Band 17	Pūmanawa Tāngata   People and Safety
Senior Implementation Advisor	Band 17	Te Roopu Waeture   Regulatory
Senior Improvements Advisor	Band 17	Te Mahau   Customer and Services

Senior Information and Knowledge Advisor	Band 17	Te Aukaha   Digital Transformation
Senior Invest Audit (Procedural)	Band 17	Te Ama   Commercial and Corporate
Senior Investment Advisor	Band 17	Te Toki   Transport Services
Senior Investment Auditor	Band 17	Te Ama   Commercial and Corporate
Senior Investment Auditor (Procedural)	Band 17	Te Ama   Commercial and Corporate
Senior Investment Auditor (Technical)	Band 17	Te Ama   Commercial and Corporate
Senior Investment Policies Advisor	Band 17	Te Ama   Commercial and Corporate
Senior Investments Advisor	Band 17	Te Toki   Transport Services
Senior Knowledge and Information Advisor	Band 17	Te Aukaha   Digital Transformation
Senior Learning and Development Consultant	Band 17	Pūmanawa Tāngata   People and Safety
Senior Learning and Organisational Development Consultant	Band 17	Pūmanawa Tāngata   People and Safety
Senior Marketing Advisor	Band 17	Te Waka Kōtuia   Engagement and Partnerships
Senior Network Manager	Band 17	Te Toki   Transport Services
Senior Network Manager (Central Waikato)	Band 17	Te Toki   Transport Services
Senior Network Manager (East Waikato)	Band 17	Te Toki   Transport Services
Senior Network Manager (Structures Waikato and BOP)	Band 17	Te Toki   Transport Services
Senior Network Manager Southland	Band 17	Te Toki   Transport Services
Senior Operations Analyst	Band 17	Te Roopu Waeture   Regulatory
Senior Operations Analyst - Performance and Compliance	Band 17	Te Mahau   Customer and Services
Senior Operations Analyst, Safer Vehicles	Band 17	Te Roopu Waeture   Regulatory
Senior People Analyst	Band 17	Pūmanawa Tāngata   People and Safety
Senior People Analytics Advisor	Band 17	Pūmanawa Tāngata   People and Safety
Senior Performance Measurement Analyst	Band 17	Te Tūāpae   System Leadership
Senior Planner	Band 17	Te Toki   Transport Services
Senior Planning Advisor	Band 17	Te Tūāpae   System Leadership
Senior Policy Advisor	Band 17	Te Tūāpae   System Leadership
Senior Procurement Specialist	Band 17	Te Ama   Commercial and Corporate
Senior Procurement Specialist - Digital	Band 17	Te Ama   Commercial and Corporate

Senior Programme Manager	Band 17	Te Ama   Commercial and Corporate
Senior Project Advisor	Band 17	Te Roopu Waeture   Regulatory
Senior Project Manager	Band 17	Te Ama   Commercial and Corporate
Senior Project Manager	Band 17	Te Toki   Transport Services
Senior Project Manager Point to Point (P2P) Safety Camera Systems	Band 17	Te Roopu Waeture   Regulatory
Senior Property Acquisition Manager	Band 17	Te Toki   Transport Services
Senior Property Acquisition Manager - Transport	Band 17	Te Toki   Transport Services
Senior Property Disposal Manager	Band 17	Te Toki   Transport Services
Senior Property Disposals Manager	Band 17	Te Toki   Transport Services
Senior Property Manager	Band 17	Te Toki   Transport Services
Senior Property Manager - South Island	Band 17	Te Toki   Transport Services
Senior Property Manager (Acquisitions)	Band 17	Te Toki   Transport Services
Senior Property Manager (Disposal)	Band 17	Te Toki   Transport Services
Senior QA Engineer	Band 17	Te Aukaha   Digital Transformation
Senior Rail Safety Officer	Band 17	Te Roopu Waeture   Regulatory
Senior Rail Safety Officer - Investigation Specialist	Band 17	Te Roopu Waeture   Regulatory
Senior Rail Safety Officer - Licensing and Assessment	Band 17	Te Roopu Waeture   Regulatory
Senior Reporting Analyst	Band 17	Te Ama   Commercial and Corporate
Senior Reporting and Data Analyst	Band 17	Te Tūāpae   System Leadership
Senior Research Advisor	Band 17	Te Tūāpae   System Leadership
Senior Research Analyst	Band 17	Te Tūāpae   System Leadership
Senior Risk Assurance Advisor	Band 17	Te Ama   Commercial and Corporate
Senior Safety & Risk Assurance Advisor	Band 17	Pūmanawa Tāngata   People and Safety
Senior Safety Engineer	Band 17	Te Toki   Transport Services
Senior SAP BI Analyst - Investment and Finance	Band 17	Te Ama   Commercial and Corporate
Senior SAP Finance Analyst	Band 17	Te Ama   Commercial and Corporate
Senior Service Designer	Band 17	Te Aukaha   Digital Transformation

Senior Specialist Multi Modal	Band 17	Te Toki   Transport Services
Senior Specialist One Network Framework	Band 17	Te Toki   Transport Services
Senior Specialist Resilience	Band 17	Te Toki   Transport Services
Senior Specialist Standards & Quality	Band 17	Te Toki   Transport Services
Senior Statistical Analyst	Band 17	Te Tūāpae   System Leadership
Senior System Engineer	Band 17	Te Aukaha   Digital Transformation
Senior System Engineer - Corporate	Band 17	Te Aukaha   Digital Transformation
Senior System Engineer - Transport	Band 17	Te Aukaha   Digital Transformation
Senior Systems Engineer	Band 17	Te Aukaha   Digital Transformation
Senior Talent Acquisition Advisor	Band 17	Pūmanawa Tāngata   People and Safety
Senior Technical Support Officer	Band 17	Te Mahau   Customer and Services
Senior Technical Trainer	Band 17	Te Roopu Waeture   Regulatory
Senior Technical Trainer – Regulatory Practice	Band 17	Te Roopu Waeture   Regulatory
Senior Technical Writer	Band 17	Te Roopu Waeture   Regulatory
Senior Test Analyst	Band 17	Te Tūāpae   System Leadership
Senior Traffic and Safety Engineer	Band 17	Te Toki   Transport Services
Senior Traffic Engineer	Band 17	Te Toki   Transport Services
Senior Traffic Safety Engineer	Band 17	Te Toki   Transport Services
Senior Transport Engineer	Band 17	Te Toki   Transport Services
Senior Transport Planner	Band 17	Te Toki   Transport Services
Senior UX/UI Designer	Band 17	Te Aukaha   Digital Transformation
Senior Web Developer	Band 17	Te Mahau   Customer and Services
Site Reliability Engineer	Band 17	Te Aukaha   Digital Transformation
Site Reliability Engineer - Digital	Band 17	Te Aukaha   Digital Transformation
Solution Architect	Band 17	Te Aukaha   Digital Transformation
Support Service Manager - Central North Island	Band 17	Te Ama   Commercial and Corporate
Support Service Manager - Southern	Band 17	Te Ama   Commercial and Corporate
Support Service Manager - Upper North Island	Band 17	Te Ama   Commercial and Corporate

Support Service Manager - Wellington	Band 17	Te Ama   Commercial and Corporate
Survey & Legalisation Projects Manager	Band 17	Te Toki   Transport Services
Team Leader	Band 17	Te Ama   Commercial and Corporate
Team Manager Revenue Compliance	Band 17	Te Roopu Waeture   Regulatory
Team Manager Safer Vehicles, Central North Island	Band 17	Te Roopu Waeture   Regulatory
Team Manager Safer Vehicles, Lower North Island	Band 17	Te Roopu Waeture   Regulatory
Team Manager Safer Vehicles, South Island	Band 17	Te Roopu Waeture   Regulatory
Team Manager Safer Vehicles, Upper North Island	Band 17	Te Roopu Waeture   Regulatory
Technical Training Delivery Lead	Band 17	Te Mahau   Customer and Services
Activity Class Manager	Band 18	Te Ama   Commercial and Corporate
Activity Class Manager - Public Transport	Band 18	Te Ama   Commercial and Corporate
Activity Class Manager - Road to Zero	Band 18	Te Ama   Commercial and Corporate
Activity Class Manager - State Highway Maintenance	Band 18	Te Ama   Commercial and Corporate
Activity Class Manager - Walking & Cycling	Band 18	Te Ama   Commercial and Corporate
Activity Development Lead	Band 18	Te Toki   Transport Services
Advisor	Band 18	Te Toki   Transport Services
Agile Coach	Band 18	Te Tūāpae   System Leadership
Agile Delivery Coach	Band 18	Te Aukaha   Digital Transformation
Agile Delivery Coach Applications	Band 18	Te Aukaha   Digital Transformation
Alternative Resolution Lead	Band 18	Te Roopu Waeture   Regulatory
Business Implementation Lead	Band 18	Te Ama   Commercial and Corporate
Business Improvement and Support - Practice Manager	Band 18	Te Toki   Transport Services
Business Improvements Manager - Property	Band 18	Te Toki   Transport Services
Business Lead - Regional Partnerships	Band 18	Te Roopu Waeture   Regulatory
Business Readiness Manager	Band 18	Te Mahau   Customer and Services
Business Title Team Leader - Communications and Engagement	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Change Manager	Band 18	Te Ama   Commercial and Corporate

Change Manager	Band 18	Te Aukaha   Digital Transformation
Change Manager	Band 18	Te Roopu Waeture   Regulatory
Change Manager	Band 18	Te Toki   Transport Services
Communications & Engagement Lead	Band 18	Te Toki   Transport Services
Customer Delivery Manager	Band 18	Te Mahau   Customer and Services
Customer, Communications and Engagement Lead	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Cyber Security Architect	Band 18	Te Aukaha   Digital Transformation
Digital Enablement - Asset Lead	Band 18	Te Toki   Transport Services
Enforcement Decision Lead	Band 18	Te Roopu Waeture   Regulatory
Events Practice Manager	Band 18	Te Toki   Transport Services
Finance Business Partner, Safety Cameras	Band 18	Te Ama   Commercial and Corporate
Financial Manager	Band 18	Te Toki   Transport Services
Information Systems Lead	Band 18	Te Aukaha   Digital Transformation
Journey Manager	Band 18	Te Toki   Transport Services
Lead Advisor - ATOC	Band 18	Te Toki   Transport Services
Lead Business Analyst	Band 18	Te Roopu Waeture   Regulatory
Learning & Organisational Development Lead	Band 18	Pūmanawa Tāngata   People and Safety
Lower North Island Media Manager	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Maintenance Contract Manager	Band 18	Te Toki   Transport Services
Maintenance Contract Manager - Auckland Harbour Bridge	Band 18	Te Toki   Transport Services
Manager - Procurement Delivery	Band 18	Te Ama   Commercial and Corporate
Manager Applications Engineer	Band 18	Te Aukaha   Digital Transformation
Manager Business Intelligence Development	Band 18	Te Tūāpae   System Leadership
Manager Business Intelligence Products	Band 18	Te Tūāpae   System Leadership
Manager CAS Processors	Band 18	Te Mahau   Customer and Services
Manager Commercial Drivers	Band 18	Te Roopu Waeture   Regulatory
Manager Commercial Licensing	Band 18	Te Roopu Waeture   Regulatory
Manager Compliance Central North Island	Band 18	Te Roopu Waeture   Regulatory

Manager Compliance Lower North Island	Band 18	Te Roopu Waeture   Regulatory
Manager Compliance Response	Band 18	Te Roopu Waeture   Regulatory
Manager Compliance South Island	Band 18	Te Roopu Waeture   Regulatory
Manager Compliance Upper North Island	Band 18	Te Roopu Waeture   Regulatory
Manager Customer Experience	Band 18	Te Mahau   Customer and Services
Manager Debt Management	Band 18	Te Mahau   Customer and Services
Manager National Administration Services	Band 18	Te Ama   Commercial and Corporate
Manager People Operations	Band 18	Pūmanawa Tāngata   People and Safety
Manager Performance and Compliance	Band 18	Te Aukaha   Digital Transformation
Manager Permitting	Band 18	Te Roopu Waeture   Regulatory
Manager Planning and Programmes	Band 18	Te Roopu Waeture   Regulatory
Manager Revenue Integrity	Band 18	Te Mahau   Customer and Services
Manager Revenues	Band 18	Te Ama   Commercial and Corporate
Manager Safer Vehicles South Island	Band 18	Te Roopu Waeture   Regulatory
Manager Safer Vehicles, Lower North Island	Band 18	Te Roopu Waeture   Regulatory
Manager Safer Vehicles, Upper North Island	Band 18	Te Roopu Waeture   Regulatory
Manager Technology Support	Band 18	Te Aukaha   Digital Transformation
Manager, Contact Centre	Band 18	Te Mahau   Customer and Services
Manager, Contracts	Band 18	Te Roopu Waeture   Regulatory
Manager, Driver Safety	Band 18	Te Roopu Waeture   Regulatory
Manager, Exemptions and Registers Integrity	Band 18	Te Mahau   Customer and Services
Manager, Financial Processing	Band 18	Te Ama   Commercial and Corporate
Manager, Information & Knowledge Operations	Band 18	Te Aukaha   Digital Transformation
Manager, Provider Licensing	Band 18	Te Roopu Waeture   Regulatory
Manager, Revenue Services and Projects	Band 18	Te Ama   Commercial and Corporate
Manager, Workforce Planning and Performance	Band 18	Te Mahau   Customer and Services
Media Manager	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Media Manager - Central North Island	Band 18	Te Waka Kōtuia   Engagement and Partnerships

NTS SSO Business Lead	Band 18	Te Mahau   Customer and Services
Optimisation Delivery Manager	Band 18	Te Toki   Transport Services
Planned Works Manager	Band 18	Te Toki   Transport Services
Principal Advisor	Band 18	Te Ama   Commercial and Corporate
Principal Advisor	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor	Band 18	Te Toki   Transport Services
Principal Advisor	Band 18	Te Tūāpae   System Leadership
Principal Advisor	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - Asset/Investment	Band 18	Te Toki   Transport Services
Principal Advisor - Assurance	Band 18	Te Toki   Transport Services
Principal Advisor - Behavioural Sciences	Band 18	Te Tūāpae   System Leadership
Principal Advisor - Business Case Practice	Band 18	Te Toki   Transport Services
Principal Advisor - Communications & Engagement	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - Communications and Engagement	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - Customer Design	Band 18	Te Mahau   Customer and Services
Principal Advisor - Demand Responsive Public Transport	Band 18	Te Toki   Transport Services
Principal Advisor - Employment Relations	Band 18	Pūmanawa Tāngata   People and Safety
Principal Advisor - Evaluation	Band 18	Te Tūāpae   System Leadership
Principal Advisor - Government Services	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - Investments	Band 18	Te Ama   Commercial and Corporate
Principal Advisor - Kaiārahi Regional Outcomes	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - Ministerial Services, Enterprise	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - P3M Guidance	Band 18	Te Toki   Transport Services
Principal Advisor - Partnerships, Community Road Safety Fund	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - Performance and Compliance	Band 18	Te Mahau   Customer and Services
Principal Advisor - Portfolio Controls	Band 18	Te Toki   Transport Services
Principal Advisor - Portfolio Definition	Band 18	Te Toki   Transport Services

Principal Advisor - Procurement Capability	Band 18	Te Ama   Commercial and Corporate
Principal Advisor - Procurement Intelligence	Band 18	Te Ama   Commercial and Corporate
Principal Advisor - Procurement Monitoring and Reporting	Band 18	Te Ama   Commercial and Corporate
Principal Advisor - Procurement Policy and Process	Band 18	Te Ama   Commercial and Corporate
Principal Advisor - Public Transport	Band 18	Te Toki   Transport Services
Principal Advisor - Rail and Freight	Band 18	Te Toki   Transport Services
Principal Advisor - Regional Portfolio Controls	Band 18	Te Toki   Transport Services
Principal Advisor - Resource Planning	Band 18	Te Toki   Transport Services
Principal Advisor - Risk and Resilience	Band 18	Te Ama   Commercial and Corporate
Principal Advisor - Safety Camera Systems	Band 18	Te Mahau   Customer and Services
Principal Advisor - Social Media and Digital Marketing	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor - Strategic Delivery	Band 18	Te Mahau   Customer and Services
Principal Advisor - Strategy	Band 18	Te Tūāpae   System Leadership
Principal Advisor (Benefits Management)	Band 18	Te Ama   Commercial and Corporate
Principal Advisor (SCS)	Band 18	Te Tūāpae   System Leadership
Principal Advisor Behavioural Insights	Band 18	Te Tūāpae   System Leadership
Principal Advisor Behavioural Sciences	Band 18	Te Tūāpae   System Leadership
Principal Advisor Business Intelligence	Band 18	Te Tūāpae   System Leadership
Principal Advisor Change Communications	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor Channels	Band 18	Te Mahau   Customer and Services
Principal Advisor Customer Insights	Band 18	Te Tūāpae   System Leadership
Principal Advisor Kaitaraiwa Haumaru	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor Local Government Processes	Band 18	Te Toki   Transport Services
Principal Advisor Network Management	Band 18	Te Toki   Transport Services
Principal Advisor Open Data	Band 18	Te Tūāpae   System Leadership
Principal Advisor Performance Framework	Band 18	Te Toki   Transport Services
Principal Advisor Point to Point (P2P) Safety Camera Systems	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor Portfolio Controls	Band 18	Te Toki   Transport Services

Principal Advisor Portfolio Resourcing	Band 18	Te Toki   Transport Services
Principal Advisor Regulatory standards and Guidance	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor Resource Planning	Band 18	Te Toki   Transport Services
Principal Advisor Road Policing Investment	Band 18	Te Tūāpae   System Leadership
Principal Advisor Road Safety	Band 18	Te Toki   Transport Services
Principal Advisor Strategy and Service Design	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor Technology Operations	Band 18	Te Aukaha   Digital Transformation
Principal Advisor Vehicle Safety	Band 18	Te Tūāpae   System Leadership
Principal Advisor, Capability & Capacity, Project Services	Band 18	Te Toki   Transport Services
Principal Advisor, Channels	Band 18	Te Mahau   Customer and Services
Principal Advisor, Communications & Engagement	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor, Funding and Finance	Band 18	Te Ama   Commercial and Corporate
Principal Advisor, Regulatory Evaluation	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor, Regulatory Monitoring	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor, Regulatory System and Human Insight	Band 18	Te Roopu Waeture   Regulatory
Principal Advisor, Relationships Road Safety	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Analyst	Band 18	Te Tūāpae   System Leadership
Principal Analyst - Funding and Financing	Band 18	Te Ama   Commercial and Corporate
Principal Analyst - Portfolio Performance and Insights	Band 18	Te Toki   Transport Services
Principal Analyst Asset Management	Band 18	Te Toki   Transport Services
Principal Analyst Asset Performance	Band 18	Te Toki   Transport Services
Principal Analyst Cost Recovery	Band 18	Te Roopu Waeture   Regulatory
Principal Analyst, Regulatory Data & Information	Band 18	Te Roopu Waeture   Regulatory
Principal Anti Money Laundering and Compliance Advisor	Band 18	Te Ama   Commercial and Corporate
Principal Asset Engineer	Band 18	Te Toki   Transport Services
Principal Asset Engineer Safety	Band 18	Te Toki   Transport Services
Principal Asset Engineer Stormwater	Band 18	Te Toki   Transport Services
Principal Asset Engineer Structures	Band 18	Te Toki   Transport Services

Principal Asset Engineer Tunnels	Band 18	Te Toki   Transport Services
Principal Business Analyst	Band 18	Te Ama   Commercial and Corporate
Principal Business Analyst	Band 18	Te Toki   Transport Services
Principal Communications Advisor Enterprise	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Compliance and Integrity Advisor	Band 18	Te Ama   Commercial and Corporate
Principal Consultant Strategic Talent	Band 18	Pūmanawa Tāngata   People and Safety
Principal Data Analyst	Band 18	Te Roopu Waeture   Regulatory
Principal Data Analyst	Band 18	Te Tūāpae   System Leadership
Principal Data Scientist	Band 18	Te Tūāpae   System Leadership
Principal Education Advisor	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Engineer	Band 18	Te Roopu Waeture   Regulatory
Principal Engineer Geotech	Band 18	Te Toki   Transport Services
Principal Engineer Pavements	Band 18	Te Toki   Transport Services
Principal Engineer Structures	Band 18	Te Toki   Transport Services
Principal Engineer Surfacing	Band 18	Te Toki   Transport Services
Principal Environmental & Sustainable Lead	Band 18	Te Toki   Transport Services
Principal Environmental Specialist	Band 18	Te Toki   Transport Services
Principal Environmental Specialist - Biodiversity	Band 18	Te Toki   Transport Services
Principal Environmental Specialist - Sustainability, Social and Heritage	Band 18	Te Toki   Transport Services
Principal Financial Accountant - Funding and Projects	Band 18	Te Ama   Commercial and Corporate
Principal Investment Advisor	Band 18	Te Ama   Commercial and Corporate
Principal Investment Advisor	Band 18	Te Toki   Transport Services
Principal Investment Auditor (Technical)	Band 18	Te Ama   Commercial and Corporate
Principal Marketing Advisor	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Network Manager	Band 18	Te Toki   Transport Services
Principal Operations Analyst	Band 18	Te Roopu Waeture   Regulatory
Principal Optimisation Engineer	Band 18	Te Toki   Transport Services

Principal Pavements and Road Maintenance Advisor	Band 18	Te Toki   Transport Services
Principal People Experience Designer	Band 18	Pūmanawa Tāngata   People and Safety
Principal Performance and Insights Analyst	Band 18	Te Toki   Transport Services
Principal Performance Measurement Analyst	Band 18	Te Tūāpae   System Leadership
Principal Planner	Band 18	Te Toki   Transport Services
Principal Planning Advisor	Band 18	Te Tūāpae   System Leadership
Principal Policy Advisor	Band 18	Te Tūāpae   System Leadership
Principal Policy Advisor - Investments	Band 18	Te Ama   Commercial and Corporate
Principal Privacy Advisor & Privacy Officer	Band 18	Te Ama   Commercial and Corporate
Principal Procurement Performance Advisor	Band 18	Te Ama   Commercial and Corporate
Principal Procurement Specialist	Band 18	Te Ama   Commercial and Corporate
Principal Project Manager	Band 18	Te Ama   Commercial and Corporate
Principal Project Manager	Band 18	Te Roopu Waeture   Regulatory
Principal Project Manager	Band 18	Te Toki   Transport Services
Principal Property Acquisition Manager	Band 18	Te Toki   Transport Services
Principal Property Acquisition Manager - Regional Lead	Band 18	Te Toki   Transport Services
Principal Property Disposal Manager	Band 18	Te Toki   Transport Services
Principal Property Manager	Band 18	Te Toki   Transport Services
Principal QA Engineer	Band 18	Te Aukaha   Digital Transformation
Principal Rail Safety Officer	Band 18	Te Roopu Waeture   Regulatory
Principal Rail Safety Officer - Principal Investigator	Band 18	Te Roopu Waeture   Regulatory
Principal Research Advisor	Band 18	Te Tūāpae   System Leadership
Principal Risk Advisor	Band 18	Te Ama   Commercial and Corporate
Principal Risk Advisor - Major Capital Infrastructure Programme	Band 18	Te Ama   Commercial and Corporate
Principal Safety Engineer	Band 18	Te Toki   Transport Services
Principal SCATS Engineer	Band 18	Te Toki   Transport Services
Principal Service Designer	Band 18	Te Aukaha   Digital Transformation

Principal Signal Infrastructure & SCATS Engineer	Band 18	Te Toki   Transport Services
Principal Specialist - Standards & Quality	Band 18	Te Toki   Transport Services
Principal Specialist Asset Information	Band 18	Te Toki   Transport Services
Principal Specialist Multi Modal	Band 18	Te Toki   Transport Services
Principal Specialist Planning	Band 18	Te Toki   Transport Services
Principal Specialist Resilience	Band 18	Te Toki   Transport Services
Principal Specialist Standard & Quality	Band 18	Te Toki   Transport Services
Principal Specialist Standards & Quality	Band 18	Te Toki   Transport Services
Principal Specialist Urban Design	Band 18	Te Toki   Transport Services
Principal Specialist Urban Design and Landscape	Band 18	Te Toki   Transport Services
Principal Technical Advisor	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Principal Technical Advisor (Speed)	Band 18	Te Roopu Waeture   Regulatory
Principal Traffic and Safety Engineer	Band 18	Te Toki   Transport Services
Principal Traffic Engineer	Band 18	Te Toki   Transport Services
Principal Transport Planner	Band 18	Te Toki   Transport Services
Principal Walking and Cycling Engineer	Band 18	Te Toki   Transport Services
Product Owner	Band 18	Pūmanawa Tāngata   People and Safety
Programme & Planning Manager	Band 18	Te Roopu Waeture   Regulatory
Programme and Commercial Specialist	Band 18	Te Toki   Transport Services
Property Portfolio Manager	Band 18	Te Ama   Commercial and Corporate
Property Programme Manager	Band 18	Te Toki   Transport Services
Readiness and Response Manager	Band 18	Te Toki   Transport Services
Real Time Operations Manager	Band 18	Te Toki   Transport Services
Regional Advisor - System Design	Band 18	Te Toki   Transport Services
Regional Delivery Advisor	Band 18	Te Toki   Transport Services
Regional System Design Advisor	Band 18	Te Toki   Transport Services
Regional System Design Advisor - Central North Island	Band 18	Te Toki   Transport Services
Security Advisor	Band 18	Te Aukaha   Digital Transformation

Security Architect	Band 18	Te Aukaha   Digital Transformation
Security Performance Manager	Band 18	Te Aukaha   Digital Transformation
Senior Asset Manager	Band 18	Te Toki   Transport Services
Senior Counsel - Employment Relations	Band 18	Pūmanawa Tāngata   People and Safety
Senior Counsel, Litigation	Band 18	Te Ama   Commercial and Corporate
Senior Data Engineer	Band 18	Te Aukaha   Digital Transformation
Senior Developer	Band 18	Te Aukaha   Digital Transformation
Senior Legal Counsel	Band 18	Te Ama   Commercial and Corporate
Senior Legal Counsel - Commercial & Privacy Officer	Band 18	Te Ama   Commercial and Corporate
Senior Legal Counsel - Environment and Property	Band 18	Te Ama   Commercial and Corporate
Senior Legal Counsel - Governance & Funding	Band 18	Te Ama   Commercial and Corporate
Senior Legal Counsel - Litigation	Band 18	Te Ama   Commercial and Corporate
Senior Legal Counsel - Regulatory	Band 18	Te Ama   Commercial and Corporate
Senior Network Manager	Band 18	Te Toki   Transport Services
Senior Platform Engineer	Band 18	Te Aukaha   Digital Transformation
Senior Project Manager	Band 18	Te Aukaha   Digital Transformation
Senior Project Manager - Complex	Band 18	Te Toki   Transport Services
Senior Project Manager - IT D&W	Band 18	Te Aukaha   Digital Transformation
Senior Project Manager Complex	Band 18	Te Toki   Transport Services
Senior Quantity Surveyor	Band 18	Te Toki   Transport Services
Senior SAP Basis Specialist	Band 18	Te Aukaha   Digital Transformation
Senior Site Reliability Engineer	Band 18	Te Aukaha   Digital Transformation
Senior Solution Architect	Band 18	Te Aukaha   Digital Transformation
Senior Technical Business Analyst	Band 18	Te Aukaha   Digital Transformation
Service Delivery Manager	Band 18	Te Aukaha   Digital Transformation
Survey and Legislation Manager - National	Band 18	Te Toki   Transport Services
Talent Partner	Band 18	Pūmanawa Tāngata   People and Safety
Team Lead	Band 18	Te Waka Kōtuia   Engagement and Partnerships

Team Lead - Communications & Engagement	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Team Lead - Treasury and Cashflow	Band 18	Te Ama   Commercial and Corporate
Team Lead Enterprise Communications, External	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Team Lead Enterprise Communications, Internal	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Team Lead Project Controls	Band 18	Te Toki   Transport Services
Team Leader Government and Ministerial Services	Band 18	Te Waka Kōtuia   Engagement and Partnerships
Technical Lead Compliance	Band 18	Te Toki   Transport Services
Technical Lead Designations	Band 18	Te Toki   Transport Services
Technical Operations Manager	Band 18	Te Toki   Transport Services
Technical Services Manager - Wellington	Band 18	Te Toki   Transport Services
Tolling Manager	Band 18	Te Mahau   Customer and Services
Training Lead	Band 18	Te Mahau   Customer and Services
Transport Technology Asset and Contracts Manager	Band 18	Te Toki   Transport Services
Transportation Investment Online (TIO) Manager	Band 18	Te Aukaha   Digital Transformation
TREC. Communications and Engagement Lead	Band 18	Te Waka Kōtuia   Engagement and Partnerships
TTP Principal Advisor	Band 18	Te Mahau   Customer and Services
Analytics Lead	Band 19	Te Tūāpae   System Leadership
Change Maturity Manager	Band 19	Te Ama   Commercial and Corporate
Chapter Lead - Project Delivery	Band 19	Te Aukaha   Digital Transformation
Chief Advisor - Te Ao Māori and Tikanga	Band 19	Te Roopu Waeture   Regulatory
Contract Manager - Digital	Band 19	Te Aukaha   Digital Transformation
Crown Mediation Advocate	Band 19	Te Ama   Commercial and Corporate
Cutover Manager	Band 19	Te Mahau   Customer and Services
Enterprise Architect	Band 19	Te Aukaha   Digital Transformation
Environmental Manager	Band 19	Te Toki   Transport Services
Executive Advisor	Band 19	Chief of Staff Office
Executive Advisor	Band 19	Pūmanawa Tāngata   People and Safety
Executive Advisor	Band 19	Te Ama   Commercial and Corporate

Executive Advisor	Band 19	Te Mahau   Customer and Services
Executive Advisor	Band 19	Te Roopu Waeture   Regulatory
Executive Advisor	Band 19	Te Toki   Transport Services
Executive Advisor	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Health, Safety & Wellbeing Manager - Corporate & Customer	Band 19	Pūmanawa Tāngata   People and Safety
HR Business Partner	Band 19	Pūmanawa Tāngata   People and Safety
Investment Assurance	Band 19	Te Ama   Commercial and Corporate
Investments Partnerships & Policy	Band 19	Te Ama   Commercial and Corporate
Land Transport Security Operations Manager	Band 19	Te Aukaha   Digital Transformation
Land Transport Security Protective Security Manager	Band 19	Te Aukaha   Digital Transformation
Lead Advisor	Band 19	Chief of Staff Office
Lead Advisor	Band 19	Te Ama   Commercial and Corporate
Lead Advisor	Band 19	Te Roopu Waeture   Regulatory
Lead Advisor	Band 19	Te Toki   Transport Services
Lead Advisor - Deputy Director of Land Transport	Band 19	Te Roopu Waeture   Regulatory
Lead Advisor - Investment and Finance	Band 19	Te Ama   Commercial and Corporate
Lead Advisor - Portfolio Definition	Band 19	Te Toki   Transport Services
Lead Advisor - Portfolio Governance	Band 19	Te Toki   Transport Services
Lead Advisor - Public Transport	Band 19	Te Toki   Transport Services
Lead Advisor - Safer Vehicles	Band 19	Te Roopu Waeture   Regulatory
Lead Advisor Commercial Delivery	Band 19	Te Toki   Transport Services
Lead Advisor Contract Management	Band 19	Te Toki   Transport Services
Lead Advisor Customer Operations	Band 19	Te Mahau   Customer and Services
Lead Advisor Emergency Management	Band 19	Te Toki   Transport Services
Lead Advisor Investment Policy	Band 19	Te Tūāpae   System Leadership
Lead Advisor Multi Modal & Urban Design	Band 19	Te Toki   Transport Services
Lead Advisor Multimodal Integration	Band 19	Te Toki   Transport Services
Lead Advisor Portfolio and Programme Office	Band 19	Te Toki   Transport Services

Lead Advisor Portfolio and Standards	Band 19	Te Toki   Transport Services
Lead Advisor Rail Systems	Band 19	Te Roopu Waeture   Regulatory
Lead Advisor Safety Camera System	Band 19	Te Roopu Waeture   Regulatory
Lead Advisor Safety Camera Systems	Band 19	Te Roopu Waeture   Regulatory
Lead Advisor Security Services	Band 19	Te Aukaha   Digital Transformation
Lead Advisor Standards & Quality	Band 19	Te Toki   Transport Services
Lead Advisor Standards Quality	Band 19	Te Toki   Transport Services
Lead Advisor System Operations	Band 19	Te Toki   Transport Services
Lead Advisor System Planning and Investment	Band 19	Te Tūāpae   System Leadership
Lead Advisor System Policy	Band 19	Te Tūāpae   System Leadership
Lead Advisor Transport Operations	Band 19	Te Toki   Transport Services
Lead Advisor, Commercial Delivery	Band 19	Te Toki   Transport Services
Lead Advisor, Recovery	Band 19	Te Toki   Transport Services
Lead Advisor, Regulatory Performance & Insights	Band 19	Te Roopu Waeture   Regulatory
Lead Business Improvement Specialist	Band 19	Te Ama   Commercial and Corporate
Lead Investment Advisor	Band 19	Te Ama   Commercial and Corporate
Lead Security Advisor - National Ticketing Solution	Band 19	Te Aukaha   Digital Transformation
Lead Security Assurance Advisor	Band 19	Te Aukaha   Digital Transformation
Lead Security Assurance Advisor - Digital	Band 19	Te Aukaha   Digital Transformation
Lead Security Engineering Advisor	Band 19	Te Aukaha   Digital Transformation
Lead Security Engineering Advisor (ECM)	Band 19	Te Aukaha   Digital Transformation
Lead Security Engineering Advisor (Network)	Band 19	Te Aukaha   Digital Transformation
Lead System Planner	Band 19	Te Tūāpae   System Leadership
Learning & Organisational Development Business Partner	Band 19	Pūmanawa Tāngata   People and Safety
Legal Operations Manager	Band 19	Te Ama   Commercial and Corporate
Manager - Audit & Assurance	Band 19	Te Ama   Commercial and Corporate
Manager - Data Science and Modelling	Band 19	Te Tūāpae   System Leadership
Manager - IT Service Management	Band 19	Te Aukaha   Digital Transformation

Manager - Ministerial Services, Regulatory	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Manager - Performance and Compliance	Band 19	Te Mahau   Customer and Services
Manager - Portfolios EPMO	Band 19	Te Ama   Commercial and Corporate
Manager - Procurement Intelligence and Supplier Relationship Management	Band 19	Te Ama   Commercial and Corporate
Manager - Safety Camera Operations	Band 19	Te Mahau   Customer and Services
Manager - Vehicle Emissions	Band 19	Te Mahau   Customer and Services
Manager Business Analysts - Regulatory Strategic Programmes	Band 19	Te Roopu Waeture   Regulatory
Manager Business Change	Band 19	Te Toki   Transport Services
Manager Business Delivery	Band 19	Te Toki   Transport Services
Manager Business Intelligence	Band 19	Te Tūāpae   System Leadership
Manager Change Delivery, Regulatory Strategic Programmes	Band 19	Te Roopu Waeture   Regulatory
Manager Cloud Technologies	Band 19	Te Aukaha   Digital Transformation
Manager Compliance and Integrity	Band 19	Te Ama   Commercial and Corporate
Manager Compliance Driver Testing and Training	Band 19	Te Roopu Waeture   Regulatory
Manager Compliance, Border and Entry	Band 19	Te Roopu Waeture   Regulatory
Manager Corporate Property & Assets	Band 19	Te Ama   Commercial and Corporate
Manager Customer Insights	Band 19	Te Tūāpae   System Leadership
Manager Digital Governance	Band 19	Te Aukaha   Digital Transformation
Manager Digital Performance and Planning	Band 19	Te Aukaha   Digital Transformation
Manager Education and Partnerships	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Manager Enterprise Communications	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Manager Evaluation	Band 19	Te Tūāpae   System Leadership
Manager Government Services and Programmes	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Manager Heavy Vehicle Certification	Band 19	Te Roopu Waeture   Regulatory
Manager HS&W - Transport Services	Band 19	Pūmanawa Tāngata   People and Safety
Manager HSW Systems & Assurance	Band 19	Pūmanawa Tāngata   People and Safety

Manager Insurance	Band 19	Te Ama   Commercial and Corporate
Manager Investment Policies	Band 19	Te Ama   Commercial and Corporate
Manager Marketing and Content	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Manager National Support Services	Band 19	Te Ama   Commercial and Corporate
Manager People Analytics	Band 19	Pūmanawa Tāngata   People and Safety
Manager People Experience Delivery	Band 19	Pūmanawa Tāngata   People and Safety
Manager Performance Analytics	Band 19	Te Tūāpae   System Leadership
Manager Programmes and Projects - EPMO	Band 19	Te Ama   Commercial and Corporate
Manager Project Delivery	Band 19	Te Ama   Commercial and Corporate
Manager Project Delivery - Regulatory	Band 19	Te Roopu Waeture   Regulatory
Manager Rail Support Systems	Band 19	Te Roopu Waeture   Regulatory
Manager Regulatory Cost Recovery	Band 19	Te Roopu Waeture   Regulatory
Manager Regulatory Framework Optimisation	Band 19	Te Roopu Waeture   Regulatory
Manager Regulatory Implementation	Band 19	Te Roopu Waeture   Regulatory
Manager Regulatory Technical	Band 19	Te Roopu Waeture   Regulatory
Manager Revenue Compliance	Band 19	Te Roopu Waeture   Regulatory
Manager Road Policing Investment	Band 19	Te Tūāpae   System Leadership
Manager Sector Research and Behavioural Science	Band 19	Te Tūāpae   System Leadership
Manager Specialist Channels	Band 19	Te Mahau   Customer and Services
Manager Statistical Services	Band 19	Te Tūāpae   System Leadership
Manager Strategic Project and Programme Risk	Band 19	Te Ama   Commercial and Corporate
Manager System Interventions	Band 19	Te Roopu Waeture   Regulatory
Manager System Strategy	Band 19	Te Tūāpae   System Leadership
Manager Technical Operations - Corporate	Band 19	Te Aukaha   Digital Transformation
Manager, Acquisition	Band 19	Te Toki   Transport Services
Manager, Business Accounting Support	Band 19	Te Ama   Commercial and Corporate
Manager, Channels and Web	Band 19	Te Mahau   Customer and Services
Manager, Design and Brand	Band 19	Te Waka Kōtuia   Engagement and Partnerships

Manager, Disposals	Band 19	Te Toki   Transport Services
Manager, Financial Accounting & Analysis	Band 19	Te Ama   Commercial and Corporate
Manager, Improvements	Band 19	Te Mahau   Customer and Services
Manager, Information and Knowledge Initiatives	Band 19	Te Aukaha   Digital Transformation
Manager, Learning & Organisational Development	Band 19	Pūmanawa Tāngata   People and Safety
Manager, Operations and Learner Experience	Band 19	Pūmanawa Tāngata   People and Safety
Manager, Rail Compliance	Band 19	Te Roopu Waeture   Regulatory
Manager, Rail Licensing	Band 19	Te Roopu Waeture   Regulatory
Manager, Regulatory Evidence & Insights	Band 19	Te Roopu Waeture   Regulatory
Manager, Regulatory Monitoring & Evaluation	Band 19	Te Roopu Waeture   Regulatory
Manager, Regulatory Standards and Guidance	Band 19	Te Roopu Waeture   Regulatory
Manager, Risk and Reporting	Band 19	Te Ama   Commercial and Corporate
Manger Infrastructure Property	Band 19	Te Toki   Transport Services
Marlborough Roads Transport Recovery Manager	Band 19	Te Toki   Transport Services
Operations Manager Safer Vehicles	Band 19	Te Roopu Waeture   Regulatory
Owner Interface Manager	Band 19	Te Toki   Transport Services
Planning and Investment Manager	Band 19	Te Toki   Transport Services
Portfolio Change Manager	Band 19	Te Ama   Commercial and Corporate
Portfolio Delivery Manager	Band 19	Te Aukaha   Digital Transformation
Portfolio Delivery Manager	Band 19	Te Roopu Waeture   Regulatory
Portfolio Delivery Manager - Corporate Capability & Support	Band 19	Te Ama   Commercial and Corporate
Portfolio Manager	Band 19	Te Roopu Waeture   Regulatory
Portfolio Strategic Change Lead	Band 19	Te Roopu Waeture   Regulatory
Pou Ārahi - Regional Advisor Māori	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Pou Ārahi - Te Toki Lead Advisor	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Practice Lead - Project Management	Band 19	Te Toki   Transport Services
Practice Lead Transport Planning Lead Team 3	Band 19	Te Toki   Transport Services
Practice Lead Transport Planning Team 1	Band 19	Te Toki   Transport Services

Practice Lead Transport Planning Team 2	Band 19	Te Toki   Transport Services
Practice Manager, Communications and Engagement	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Principal Advisor	Band 19	Te Ama   Commercial and Corporate
Principal Advisor - Finance I	Band 19	Te Ama   Commercial and Corporate
Principal Advisor - Funding and Financing	Band 19	Te Ama   Commercial and Corporate
Principal Advisor - Organisational Performance	Band 19	Te Ama   Commercial and Corporate
Principal Advisor Protective Security	Band 19	Te Aukaha   Digital Transformation
Principal Advisor Tolling	Band 19	Te Toki   Transport Services
Principal Advisor, NLTP Development	Band 19	Te Ama   Commercial and Corporate
Principal Advisor, Programme Controls	Band 19	Te Toki   Transport Services
Principal Counsel	Band 19	Te Ama   Commercial and Corporate
Principal Counsel, Commercial	Band 19	Te Ama   Commercial and Corporate
Principal Counsel, Governance and Funding	Band 19	Te Ama   Commercial and Corporate
Principal Data Analyst	Band 19	Te Aukaha   Digital Transformation
Principal Engineer	Band 19	Te Roopu Waeture   Regulatory
Principal Legal Counsel	Band 19	Te Ama   Commercial and Corporate
Principal Legal Counsel, Regulatory	Band 19	Te Ama   Commercial and Corporate
Principal Project Manager	Band 19	Te Toki   Transport Services
Principal Quantity Surveyor	Band 19	Te Toki   Transport Services
Private Secretary	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Process Improvement & Business Efficiency Manager	Band 19	Te Roopu Waeture   Regulatory
Procurement Special Projects Lead	Band 19	Te Ama   Commercial and Corporate
Product Owner	Band 19	Te Aukaha   Digital Transformation
Programme Director Road Works Safety	Band 19	Te Toki   Transport Services
Programme Manager	Band 19	Te Ama   Commercial and Corporate
Programme Manager	Band 19	Te Roopu Waeture   Regulatory
Programme Manager - National Land Transport Programme	Band 19	Te Ama   Commercial and Corporate
Programme Manager - Regulatory Tools	Band 19	Te Roopu Waeture   Regulatory

Programme Manager Communications and Marketing	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Programme Manager -On Road Vehicle Compliance	Band 19	Te Roopu Waeture   Regulatory
Property Workstream Lead – Northland Corridor	Band 19	Te Toki   Transport Services
Regional Lead - Māori	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Regional Lead Māori	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Regional Manager Central North Island	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Regional Manager, Communications & Engagement - Waikato Bay of Plenty	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Regional Manager, Communications & Engagement (Southern)	Band 19	Te Waka Kōtuia   Engagement and Partnerships
Regulatory Equity & Inclusion Lead	Band 19	Te Roopu Waeture   Regulatory
Regulatory Strategy & Planning Lead	Band 19	Te Roopu Waeture   Regulatory
Safe System Lead	Band 19	Te Toki   Transport Services
Safety Camera System Integration Lead	Band 19	Te Roopu Waeture   Regulatory
Senior Asset (Information) Manager	Band 19	Te Toki   Transport Services
Special Projects Lead	Band 19	Te Roopu Waeture   Regulatory
Strategic Procurement Lead - Approved Organisations	Band 19	Te Ama   Commercial and Corporate
Strategic Procurement Lead - Digital	Band 19	Te Ama   Commercial and Corporate
Strategic Procurement Lead - Infrastructure Asset Management	Band 19	Te Ama   Commercial and Corporate
Strategic Procurement Lead - Infrastructure Capital	Band 19	Te Ama   Commercial and Corporate
Team Lead - Portfolio & Programme Controls	Band 19	Te Toki   Transport Services
Team Lead - Portfolio Advice & Assurance	Band 19	Te Toki   Transport Services
Team Lead - Portfolio Direction	Band 19	Te Toki   Transport Services
Team Lead - Portfolio Performance and Insights	Band 19	Te Toki   Transport Services
Team Lead - Urban Mobility	Band 19	Te Toki   Transport Services
Team Lead Activity Class Management	Band 19	Te Ama   Commercial and Corporate
Team Lead Asset Management Information	Band 19	Te Toki   Transport Services

Team Lead Asset Management Planning	Band 19	Te Toki   Transport Services
Team Lead Asset Management Regional	Band 19	Te Toki   Transport Services
Team Lead Civil Engineering	Band 19	Te Toki   Transport Services
Team Lead Environment and Sustainability	Band 19	Te Toki   Transport Services
Team Lead Environmental Planning	Band 19	Te Toki   Transport Services
Team Lead Environmental Planning (Central)	Band 19	Te Toki   Transport Services
Team Lead Local Government Partnerships	Band 19	Te Toki   Transport Services
Team Lead Multi Modal and Urban Design	Band 19	Te Toki   Transport Services
Team Lead Pavement Engineering	Band 19	Te Toki   Transport Services
Team Lead Road Safety	Band 19	Te Toki   Transport Services
Team Lead Safety Engineers	Band 19	Te Toki   Transport Services
Team Lead Standards & Quality	Band 19	Te Toki   Transport Services
Team Lead Technical Training & Education	Band 19	Te Toki   Transport Services
Team Lead Transport Engineering	Band 19	Te Toki   Transport Services
Team Lead, Transport Choices	Band 19	Te Toki   Transport Services
Team Leader - Organisational Performance	Band 19	Te Ama   Commercial and Corporate
Team Leader - Public Transport	Band 19	Te Toki   Transport Services
Team Leader Environmental Planning – (Waikato/BoP)	Band 19	Te Toki   Transport Services
Team Leader Organisational Performance	Band 19	Te Ama   Commercial and Corporate
Technical Lead, Transport Planning	Band 19	Te Toki   Transport Services
Activity & Design Manager	Band 20	Te Toki   Transport Services
Alliance Manager (Milford Road)	Band 20	Te Toki   Transport Services
Asset Performance Lead	Band 20	Te Toki   Transport Services
Chapter Lead - Architecture	Band 20	Te Aukaha   Digital Transformation
Chapter Lead - Design	Band 20	Te Aukaha   Digital Transformation
Chapter Lead - Quality Assurance	Band 20	Te Aukaha   Digital Transformation
Chapter Lead Analysis	Band 20	Te Aukaha   Digital Transformation
Chapter Lead Data	Band 20	Te Aukaha   Digital Transformation

Chief Advisor Programme and Risk	Band 20	Te Toki   Transport Services
Chief Advisor, Engineering	Band 20	Te Toki   Transport Services
Chief Cost and Commercial	Band 20	Te Toki   Transport Services
Compliance Operations Manager	Band 20	Te Roopu Waeture   Regulatory
Delivery Lead	Band 20	Te Aukaha   Digital Transformation
Digital Enablement - Business Lead	Band 20	Te Toki   Transport Services
Director Rapid Transit System Design	Band 20	Te Toki   Transport Services
General Counsel - Environment & Property	Band 20	Te Ama   Commercial and Corporate
General Counsel - Strategic Projects and Operations	Band 20	Te Ama   Commercial and Corporate
General Counsel, Commercial	Band 20	Te Ama   Commercial and Corporate
General Counsel, Governance and Funding	Band 20	Te Ama   Commercial and Corporate
General Counsel, Litigation	Band 20	Te Ama   Commercial and Corporate
General Counsel, Regulatory	Band 20	Te Ama   Commercial and Corporate
Head of Customer Business Performance	Band 20	Te Mahau   Customer and Services
Head of Customer Contact Centre	Band 20	Te Mahau   Customer and Services
Head of HR Business Partnering - Corporate	Band 20	Pūmanawa Tāngata   People and Safety
Head of Talent	Band 20	Pūmanawa Tāngata   People and Safety
Lead Advisor	Band 20	Te Toki   Transport Services
Lead Advisor Asset Management	Band 20	Te Toki   Transport Services
Lead Advisor Contract Performance	Band 20	Te Toki   Transport Services
Lead Advisor Environmental Sustainability	Band 20	Te Toki   Transport Services
Lead Advisor Pavements	Band 20	Te Toki   Transport Services
Lead Advisor Resilience	Band 20	Te Toki   Transport Services
Lead Advisor Safety	Band 20	Te Toki   Transport Services
Lead Advisor Safety Cameras	Band 20	Te Toki   Transport Services
Lead Advisor Strategic Asset Management	Band 20	Te Toki   Transport Services
Lead Advisor Structures	Band 20	Te Toki   Transport Services
Lead Advisor, Geotechnical	Band 20	Te Toki   Transport Services

Manager - Portfolio Definition	Band 20	Te Toki   Transport Services
Manager - Portfolio Delivery Support	Band 20	Te Toki   Transport Services
Manager - Strategic Procurement	Band 20	Te Ama   Commercial and Corporate
Manager Asset Management Direction	Band 20	Te Toki   Transport Services
Manager Business Planning & Performance	Band 20	Te Toki   Transport Services
Manager Environmental Planning	Band 20	Te Toki   Transport Services
Manager Information and Knowledge	Band 20	Te Aukaha   Digital Transformation
Manager Information Technology, Security & Business	Band 20	Te Aukaha   Digital Transformation
Manager Infrastructure and Stewardship System Policy	Band 20	Te Tūāpae   System Leadership
Manager Local Government Partnerships	Band 20	Te Toki   Transport Services
Manager Operational Programmes	Band 20	Te Roopu Waeture   Regulatory
Manager Revenue and Investment System Policy	Band 20	Te Tūāpae   System Leadership
Manager Standards & Quality Management	Band 20	Te Toki   Transport Services
Manager System and Safety Performance	Band 20	Te Toki   Transport Services
Manager System Management Central South Island	Band 20	Te Toki   Transport Services
Manager System Planning	Band 20	Te Tūāpae   System Leadership
Manager Technical Standards	Band 20	Te Toki   Transport Services
Manager Transport Operations	Band 20	Te Toki   Transport Services
Manager Transport Planning	Band 20	Te Toki   Transport Services
Manager Users and Vehicles System Policy	Band 20	Te Tūāpae   System Leadership
Manager - Procurement Policy, Capability and Reporting	Band 20	Te Ama   Commercial and Corporate
Manager, Frameworks and Tools	Band 20	Te Ama   Commercial and Corporate
Manager, Regulatory Intelligence & Risk	Band 20	Te Roopu Waeture   Regulatory
Manager, Treasury and Cash Flow	Band 20	Te Ama   Commercial and Corporate
Manager, Valuation	Band 20	Te Ama   Commercial and Corporate
National Journey Manager	Band 20	Te Toki   Transport Services
NLTP Development Manager	Band 20	Te Ama   Commercial and Corporate
P3M Maturity Manager EPMO	Band 20	Te Ama   Commercial and Corporate

Platform Lead	Band 20	Te Aukaha   Digital Transformation
Platform Lead - DevOps	Band 20	Te Aukaha   Digital Transformation
Platform Lead Cloud	Band 20	Te Aukaha   Digital Transformation
Platform Lead Customer Support	Band 20	Te Aukaha   Digital Transformation
Platform Lead Data & AI	Band 20	Te Aukaha   Digital Transformation
Platform Lead Digital Identity and Access Management	Band 20	Te Aukaha   Digital Transformation
Platform Lead Regulatory	Band 20	Te Aukaha   Digital Transformation
Platform Lead ServiceNow	Band 20	Te Aukaha   Digital Transformation
Platform Lead Spatial	Band 20	Te Aukaha   Digital Transformation
Portfolio Director	Band 20	Te Roopu Waeture   Regulatory
Portfolio Director, Corporate Capability & Support	Band 20	Te Ama   Commercial and Corporate
Pou Arataki, Senior Manager Māori	Band 20	Te Waka Kōtuia   Engagement and Partnerships
Principal Counsel, Regulatory	Band 20	Te Ama   Commercial and Corporate
Principal Enterprise Architect	Band 20	Te Aukaha   Digital Transformation
Procurement Business Partner - Digital	Band 20	Te Ama   Commercial and Corporate
Procurement Business Partner - Infrastructure Asset Management & Operations	Band 20	Te Ama   Commercial and Corporate
Procurement Business Partner - Infrastructure Capital Delivery	Band 20	Te Ama   Commercial and Corporate
Procurement Business Partner - Regulatory & Customer	Band 20	Te Ama   Commercial and Corporate
Product Lead	Band 20	Te Aukaha   Digital Transformation
Programme Director – Business Improvement Delivery	Band 20	Te Toki   Transport Services
Programme Director - Programme and Portfolio Office	Band 20	Te Toki   Transport Services
Programme Director for Road Efficiency Group	Band 20	Te Toki   Transport Services
Programme Director Strategic Response for Asset Management	Band 20	Te Toki   Transport Services
Programme Enablement Manager	Band 20	Te Roopu Waeture   Regulatory
Programme Manager	Band 20	Te Aukaha   Digital Transformation
Project Director	Band 20	Te Toki   Transport Services

Recovery Manager	Band 20	Te Toki   Transport Services
Regional Portfolio Manager	Band 20	Te Toki   Transport Services
Revenue and Debt Services Manager	Band 20	Te Mahau   Customer and Services
Security Advisory Manager	Band 20	Te Aukaha   Digital Transformation
Security Assurance Manager	Band 20	Te Aukaha   Digital Transformation
Security Platforms Manager	Band 20	Te Aukaha   Digital Transformation
Senior Manager, Financial Operations	Band 20	Te Ama   Commercial and Corporate
Senior Manager, Media	Band 20	Te Waka Kōtuia   Engagement and Partnerships
Senior Manager, Property Services	Band 20	Te Toki   Transport Services
Strategy Director Safety	Band 20	Te Tūāpae   System Leadership
Strategy Director Transport Effectiveness	Band 20	Te Tūāpae   System Leadership
Strategy Director, Environment	Band 20	Te Tūāpae   System Leadership
System Design Practice Improvement Advisor	Band 20	Te Toki   Transport Services
System Manager	Band 20	Te Toki   Transport Services
System Manager - Bay of Plenty	Band 20	Te Toki   Transport Services
System Manager Hawkes Bay	Band 20	Te Toki   Transport Services
System Manager Lower South Island	Band 20	Te Toki   Transport Services
System Manager Northland	Band 20	Te Toki   Transport Services
System Manager Top of the South	Band 20	Te Toki   Transport Services
System Manager Waikato	Band 20	Te Toki   Transport Services
System Manager, Manawatū, Whanganui, Taranaki	Band 20	Te Toki   Transport Services
Transport Ticketing & Payments Operations Manager	Band 20	Te Mahau   Customer and Services
Chief Advisor	Band 21	Te Toki   Transport Services
Chief Advisor, Regulatory System Integrity	Band 21	Te Roopu Waeture   Regulatory
Chief Engineer	Band 21	Te Toki   Transport Services
Chief Transport Planner	Band 21	Te Toki   Transport Services
Commercial Delivery Lead	Band 21	Te Toki   Transport Services
Commercial Delivery Lead - Otaki to North Levin	Band 21	Te Toki   Transport Services

Customer and Change Lead, National Ticketing Solution	Band 21	Te Mahau   Customer and Services
Delivery Director	Band 21	Te Toki   Transport Services
Design and Construction Lead	Band 21	Te Toki   Transport Services
Governance and Stakeholder Management Lead	Band 21	Te Mahau   Customer and Services
Head of Corporate Capability and Support	Band 21	Te Ama   Commercial and Corporate
Head of Customer Design	Band 21	Te Mahau   Customer and Services
Head of Customer Enablement	Band 21	Te Mahau   Customer and Services
Head of Customer Operations	Band 21	Te Mahau   Customer and Services
Head of Data and AI	Band 21	Te Aukaha   Digital Transformation
Head of Digital Operations	Band 21	Te Aukaha   Digital Transformation
Head of Digital Performance	Band 21	Te Aukaha   Digital Transformation
Head of EPMO	Band 21	Te Ama   Commercial and Corporate
Head of Health, Safety and Wellbeing	Band 21	Pūmanawa Tāngata   People and Safety
Head of HR Business Partnering - Customer, Regulatory & Digital	Band 21	Pūmanawa Tāngata   People and Safety
Head of HR Business Partnering - Transport	Band 21	Pūmanawa Tāngata   People and Safety
Head Of Organisational Performance	Band 21	Te Ama   Commercial and Corporate
Head of People Experience	Band 21	Pūmanawa Tāngata   People and Safety
Head of Risk & Assurance	Band 21	Te Ama   Commercial and Corporate
Lead Advisor Asset Quality	Band 21	Te Toki   Transport Services
Manager - Auckland System Management Alliance	Band 21	Te Toki   Transport Services
Manager Rail and Freight	Band 21	Te Toki   Transport Services
Manager Strategic Programmes	Band 21	Te Roopu Waeture   Regulatory
Manager Strategy Development and Enablement	Band 21	Te Tūāpae   System Leadership
Manager Urban Mobility	Band 21	Te Toki   Transport Services
Manager, Public Transport	Band 21	Te Toki   Transport Services
Manager, Safety Camera Operations - Transport	Band 21	Te Toki   Transport Services
National Manager Communications and Marketing	Band 21	Te Waka Kōtuia   Engagement and Partnerships

National Manager Engagement and Regional Delivery	Band 21	Te Waka Kōtuia   Engagement and Partnerships
National Manager Government Relations and Media	Band 21	Te Waka Kōtuia   Engagement and Partnerships
National Manager Insights and Analytics	Band 21	Te Tūāpae   System Leadership
National Manager Performance and Insights	Band 21	Te Roopu Waeture   Regulatory
National Manager Rail Safety Regulation	Band 21	Te Roopu Waeture   Regulatory
National Manager Regulatory System Design	Band 21	Te Roopu Waeture   Regulatory
National Manager Transport Ticketing and Payments	Band 21	Te Mahau   Customer and Services
National Ticketing Establishment Manager	Band 21	Te Mahau   Customer and Services
NTS Solution Delivery Lead	Band 21	Te Mahau   Customer and Services
Portfolio Manager	Band 21	Te Toki   Transport Services
Pou Matua Maori Crown Partnerships	Band 21	Te Tūāpae   System Leadership
Programme Delivery Lead	Band 21	Te Toki   Transport Services
Programme Director	Band 21	Te Toki   Transport Services
Project Director - Integrated Delivery Model	Band 21	Te Toki   Transport Services
Project Director PPP	Band 21	Te Toki   Transport Services
Regional Manager - Gisborne, Hawkes Bay, Manawatu, Taranaki	Band 21	Te Toki   Transport Services
Regional Manager - System Design	Band 21	Te Toki   Transport Services
Regional Manager – Waikato and Bay of Plenty	Band 21	Te Toki   Transport Services
Regional Manager Auckland/Northland	Band 21	Te Toki   Transport Services
Regional Manager Central and Lower South Island	Band 21	Te Toki   Transport Services
Regional Manager Gisborne/HB/Taranaki/Manawatu	Band 21	Te Toki   Transport Services
Regional Manager Northland and Auckland	Band 21	Te Toki   Transport Services
Regional Manager System Design	Band 21	Te Toki   Transport Services
Regional Manager System Design (South Island)	Band 21	Te Toki   Transport Services
Regional Manager Systems Design (Wellington/ToS)	Band 21	Te Toki   Transport Services
Regional Manager Wellington and Top of South	Band 21	Te Toki   Transport Services
Regional Manager Wellington/Top of South	Band 21	Te Toki   Transport Services

Senior Manager Commercial Services	Band 21	Te Roopu Waeture   Regulatory
Senior Manager Funding and Finance	Band 21	Te Ama   Commercial and Corporate
Senior Manager Planning Performance & Safety	Band 21	Te Toki   Transport Services
Senior Manager Portfolio and Programme Office	Band 21	Te Toki   Transport Services
Senior Manager Project Services	Band 21	Te Toki   Transport Services
Senior Manager Safer Commercial Transport	Band 21	Te Roopu Waeture   Regulatory
Senior Manager Safer Drivers	Band 21	Te Roopu Waeture   Regulatory
Senior Manager Safer Vehicles	Band 21	Te Roopu Waeture   Regulatory
Senior Manager, Operations	Band 21	Te Toki   Transport Services
Senior Manager, Investment Assurance	Band 21	Te Ama   Commercial and Corporate
Senior Manager, Operational Policy, Planning and Performance	Band 21	Te Ama   Commercial and Corporate
Senior Manager, Practice Area	Band 21	Te Toki   Transport Services
Senior Manager, Safety Camera Systems	Band 21	Te Roopu Waeture   Regulatory
Wellington Alliance Manager	Band 21	Te Toki   Transport Services
Chief Advisor	Band 22	Te Toki   Transport Services
Chief Information Security Officer	Band 22	Te Aukaha   Digital Transformation
Chief of Staff	Band 22	Executive Leadership Team
Deputy Director of Land Transport	Band 22	Te Roopu Waeture   Regulatory
Digital Domain Lead - Regulatory, Customer & Corporate	Band 22	Te Aukaha   Digital Transformation
Director Regional Relationships - Waikato/Bay of Plenty	Band 22	Te Waka Kōtuia   Engagement and Partnerships
Director Regional Relationships (Taranaki/Hawkes Bay/Gisborne/Manawatu)	Band 22	Te Waka Kōtuia   Engagement and Partnerships
Director Regional Relationships (West Coast/Canterbury/Otago/Southland)	Band 22	Te Waka Kōtuia   Engagement and Partnerships
Domain Lead Transport & IoT	Band 22	Te Aukaha   Digital Transformation
Head of Procurement	Band 22	Te Ama   Commercial and Corporate
Head of Regulatory Strategic Programmes	Band 22	Te Roopu Waeture   Regulatory

National Manager - Multimodal Integration	Band 22	Te Toki   Transport Services
National Manager Portfolio and Standards	Band 22	Te Toki   Transport Services
National Manager Road Safety Regulations	Band 22	Te Roopu Waeture   Regulatory
National Manager System Planning and Investment	Band 22	Te Tūāpae   System Leadership
National Manager System Policy	Band 22	Te Tūāpae   System Leadership
National Manager, Business Alignment	Band 22	Te Toki   Transport Services
National Manager Road Safety Regulations	Band 22	Te Roopu Waeture   Regulatory
National Manager System Planning and Investment	Band 22	Te Tūāpae   System Leadership
National Manager System Policy	Band 22	Te Tūāpae   System Leadership
National Manager, Business Alignment	Band 22	Te Toki   Transport Services

## **SCHEDULE TWO:**

### **The Waka Kotahi Employment Relationship Problem Resolution Process**

Waka Kotahi aims to provide a fair workplace for all members. At times you may have concerns about your employment and how you are being treated. We would like you to talk to us if that happens. We can save time and help preserve our working relationship by solving our own problems as far as possible.

If we cannot resolve things between us, we can get outside help. We have set out the services available to you for resolving employment relationship problems.

#### **What is an employment relationship problem?**

An employment relationship problem includes such things as:

- you think you have been unfairly treated,
- a personal grievance,
- a dispute over the interpretation, application or operation of your employment agreement,
- a breach of your employment agreement,
- a disagreement about unpaid wages, allowances or holiday pay etc,
- not being allowed to attend PSA meetings or take employment relations education leave, or
- other problems relating to your employment relationship with Waka Kotahi.

If the problem is about minimum entitlements under the law, you may ask a Labour Inspector to enforce your rights under the minimum rights legislation, such as the Minimum Wage Act or the Holidays Act.

#### **Tell us first**

If you think you have a problem in your employment, then you must let your manager/supervisor know immediately so that we can try and resolve it with you then and there. If you don't feel you can approach your manager/supervisor, you can talk to your People and Capability personnel or your local PSA delegate or organiser.

In some cases there is a time limit on when you have to do this – see the “Personal Grievances” section below.

The following are suggestions for what you might do if you think there is a problem, and what help is available.

## **Clarify the problem**

Make sure there really is a problem. Check the facts and make sure you have not assumed or misunderstood something. You might discuss the apparent problem with your local PSA delegate or organiser or family or friends or advisers, and find out what the law is and/or what your employment agreement says.

Within Waka Kotahi you can talk to:

- Your manager/supervisor or their manager
- Pūmanawa Tāngata/People and Safety personnel
- Your local PSA delegate or organiser.

Outside your workplace you can:

- Contact Employment New Zealand, a service provided by the Ministry of Business, Information & Employment (MBIE)
  - Call free 0800 20 90 20
  - Visit the web site at <http://www.employment.govt.nz>
- Talk to the PSA or an advocate, a lawyer, community law office or industrial relations consultant.

## **Talk to each other**

We should discuss the problem, either directly or through our representatives. You may bring your local PSA delegate or organiser, a friend, relative or colleague to support you in the discussion. We should make sure that we discuss the facts so that we can clear up any assumptions or misunderstanding.

## **What are the next steps?**

If we have not resolved the problem by talking to each other, one of both of us can do some or all of the following things:

- Contact Employment New Zealand, who may provide information and/or refer us to mediation.
- Participate in mediation provided by the MBIE (or we can agree on our own mediator).
- If we reach agreement, a mediator provided by MBIE can sign the agreed settlement, and that will bind us.
- We can choose to have the mediator provided by MBIE decide the matter for us, and if so, that decision will be binding for us.
- If mediation does not resolve the problem, either or both of us can take the problem to the Employment Relations Authority for investigation.
- The Employment Relations Authority may direct us to mediation if it thinks that will still be useful.

- The Employment Relations Authority can investigate and make a determination about the problem.
- If one or both of us is/are dissatisfied with the determination of the Employment Relations Authority, we can take the problem to the Employment Court for a judicial hearing. (The Court may also tell us to go back and have more mediation.)

### **Personal Grievances**

If you feel you have grounds for raising a personal grievance with Waka Kotahi (for unjustified dismissal, unjustified disadvantage, discrimination, duress, sexual harassment or racial harassment) then you must make Waka Kotahi aware of your problem (verbally or in writing) within 90 days of the action happening or you becoming aware of it, or within 12 months in the case of sexual harassment, unless there are exceptional circumstances.

If you raise a personal grievance outside the 90-day/12 month period Waka Kotahi can choose to accept the late grievance or choose to reject it. If Waka Kotahi chooses to reject it you are able to ask the Employment Relations Authority to grant you leave to raise the grievance out of time.

You should also discuss the matter with your local PSA delegate or organiser in the first instance as they may help inform your decision before taking a more formal approach.

You must raise any grievance with your manager/supervisor or their manager or the Pūmanawa Tāngata/People and Safety personnel so that we know what it is about. We can then respond to your claim.