

Remuneration Policy

Effective date	1 April 2020	Policy owner	Chief Executive
Version	1	Policy Section	Employment and HR
Approved by	NZIST Council	Policy review frequency	Annually
Date approved	1 April 2020	Last reviewed	1 April 2020

Purpose

The NZIST is committed to a remuneration system that supports the recruitment and retention of talented, skilled and motivated people.

Scope

This Policy Applies to all NZIST employees.

Principles and Expectations

NZIST's remuneration policy and system will be maintained in a way that reflects the following principles and values:

- Fairness and equity.
- Consistency of approach and application.
- Internal equity based on government expectations.
- Affordability.
- Flexibility.
- Ability to recruit, retain and motivate people with the required expertise.

Remuneration will be applied as detailed in each employee's employment agreement.

Remuneration Reviews

Remuneration will be reviewed at least annually in accordance with an employee's employment agreement. A remuneration review will not necessarily result in an increase in remuneration.

Remuneration Changes

Changes to an employee's remuneration outside of the annual review cycle may only occur with the approval of a person in a Tier Two position and the Chief People Officer.