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21 February 2019

Mr Aruth John Smith  
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Dear Mr Smith

Thank you for your request made under the Official Information Act 1982 (OIA), received on 28 January 2019. You requested:

*Could you please send me the average salary by PQE of lawyers at IR.  
Could you please also send me the salary bands of lawyers at IR.*

The information you requested is released to you.

**Average salary by PQE of lawyers at Inland Revenue**

The average salary by years of PQE is shown in Table 1.

Please note that there is potential variability with this PQE information, which represents the time since a lawyer has been admitted to the High Court of New Zealand. This may not be entirely accurate, as some lawyers may perform non-legal roles during their careers.

Please also note that the information provided excludes the salaries of managers and team leads. This is because their roles are more focused on the leadership and management of the relevant legal teams, with less emphasis on personally undertaking specific legal tasks.

*Table 1: Average salary by years of PQE*

Years post-admission	Average salary
0 to 5 years	\$82,033.86
5 to 10 years	\$99,255.45
10 to 15 years	\$110,938.15
15 to 20 years	\$124,781.00
20 to 25 years	\$123,742.93
25 to 30 years	\$132,502.55
30 to 35 years	\$137,064.67
35 to 40 years	\$144,418.17
40 to 45 years	\$104,525.00



### **Salary bands for lawyers at Inland Revenue**

The salary bands of lawyers are shown in Table 2.

The normal part of the pay range for most people will be Zones 1 and 2. Appointments occur typically in Zone 1, with performance-based progression through Zones 1 and 2 over time. A person can reach the bottom of Zone 3 via normal pay progression over time. Zone 3 is an 'exceptions' zone that is only used in a small proportion of cases related to managing business risks such as retention or attraction.

Table 2: Salary bands for lawyers

<b>Position title</b>	<b>Zone 1 Min</b>	<b>Zone 2 Min</b>	<b>Zone 3 Min</b>	<b>Zone 3 Max</b>
Solicitor (L1) Legal Services, Solicitor Level 2 Tech Stds	\$68,300.00	\$76,300.00	\$84,400.00	\$92,400.00
Solicitor Level 3 Tech Stds	\$80,800.00	\$90,300.00	\$99,800.00	\$109,300.00
Solicitor (L2) Legal Services, Senior Solicitor I OCTC	\$97,400.00	\$108,800.00	\$120,200.00	\$131,700.00
Solicitor (L3) Legal Services, Senior Solicitor II OCTC	\$112,400.00	\$125,700.00	\$138,900.00	\$152,100.00
Senior Solicitor Corporate Legal	\$113,800.00	\$135,100.00	\$149,300.00	\$170,600.00
Senior Tax Counsel	\$134,400.00	\$159,600.00	\$176,400.00	\$201,600.00

Thank you for your request. I trust that the information provided is of assistance to you.

Yours sincerely



Karen Whitiskie  
**Legal Services Leader**