

Reference: 20180223

29 June 2018



Dear [Redacted]

Thank you for your Official Information Act request, received on 31 May 2018. You requested the following:

- “1. Pay-bands for graduate employees at Treasury for the years 2012 through 2018.*
- 2. A breakdown of the qualifications earned by Treasury graduate employees from 2012 to 2018, including the proportion of Treasury graduate employees with an economics qualification (either a Bachelors degree majoring in economics, or a post-graduate degree in economics).*
- 3. Recruitment strategy briefings provided to senior management from 2012 to 2018.*
- 4. Any reports or briefings provided by external agencies (such as NZIER) assessing the quality of policy advice provided by Treasury to Ministers, in the last five years. ”*

On 6 June the Treasury sought clarification from you regarding question three and your email reply stated that you were *“just interested in the metrics/criterion management are considering using to assess graduates.”*

The table below shows the pay bands for graduate employees at the Treasury (on appointment) for the years 2014 to 2018 as requested, and also includes our 2019 graduate cohort who were hired in 2018:

Year	Salary Grade and Range
2012	Band 13: \$35,200–\$52,800
2013	Band 13: \$43,600–\$65,500
2014	Band 13: \$43,700–\$65,500
2015	Band 13: \$44,480–\$66,720
2016	Band 13: \$45,662–\$68,494
2017	Band 13: \$49,921–\$67,540
2018	Band 13: \$51,214–\$69,290
2019	Band 14: \$57,417–\$77,681

- The following tables show the breakdown of qualifications obtained for graduate employees from 2012 to 2018, including our 2019 cohort who were hired in 2018. The collection and recording of qualifications data may not have been a consistent process over this period of time and we have shown the available information our systems currently hold.

2012 Graduate Cohort

	Qualification
LLB (Hons), BA (Hons)	Law, History
BCA (Hons)	Economics, Public Policy
BA, Masters, BCom	History (Hons), English Literature, International Studies (Masters), Economics (Grad Dip)
BCA (Hons)	Economics
Unknown	Maths, Economics
BCom (Hons)	Economics
BCom (Hons)	Economics
BCom (Hons), BA	Economics, Classics
LLB (Hons), BMS (Hons)	Law, International Management, Public Relations
BA, Masters	Political Economy, Philosophy
Proportion with Economics	7 out of 10 (70%)

2013 Graduate Cohort

	Qualification
BCom (Hons)	Finance
BCom (Hons), BA	Economics, EU Studies, German
BA	Economics, Philosophy
BCA, BCom (Hons)	Economics and Money, Finance (Hons)
BA, Masters	International Relations
BA	Fine Arts, Maths, Complex Systems Science
BSc, BCom	Statistics, Economics
LLB, BCom (Hons)	Economics, Law
BCA	Management, HR and IR
BA, Masters	Medieval English, Latin
BCom (Hons)	Economics, Finance
BA, Masters	French, Spanish, Political Science (Masters)
BCA (Hons)	Economics
BCom, Masters	Economics
BA, Masters	Economics, Philosophy (Masters)
Proportion with Economics	9 out of 15 (60%)

2014 Graduate Cohort

	Qualification
BCom	Economics, International Business, French
BA, Masters	Economics and Psychology
BA, Masters	IR (Masters), History
BCom (Hons)	Economics
BBA (Hons)	Economics and Accounting
BCom (Hons)	Economics and Public Policy
BCom	Economics and Public Policy
BA Masters), BSC	Politics, Zoology
BCom (Hons)	Finance, Economics
BA (Hons)	Politics, Philosophy and Economics
BA (Hons)	Politics and History
BCA (Hons), BSc	Finance, Economics, Chemistry
Proportion with Economics	9 out of 12 (75%)

2015 Graduate Cohort

	Qualification
BA, LLB	Economics and Politics
BCom	Economics and Finance
BCom	Accounting
BSc (Hons), BA	Mathematics and Philosophy
BA, LLB (Hons)	Politics and Economics
BA, Bsc, Master of Planning	Chemistry and Māori Studies
BCom (Hons)	Economics
BA and BSc	Mathematics, Logic and Computation
BA, Masters	Sociology
BCom (Hons)	Economics and Finance
BCom (Hons)	Economics and Finance
BA, Masters	History and Political Science
Proportion with Economics	6 out of 12 (50%)

2016 Graduate Cohort

	Qualification
BCom, LLB (Honours)	Economics, Law
BCom (Honours)	Economics, Finance
BCom, BA	Finance, Com Law, Political Science, International Relations
BA (Honours)	Economics, Political Science
BIGS (Honours) MPhil	Political Economy, History, Economics, Social History
BA, BCom (Honours)	Spanish, Economics
BCom, BA	Economics, International Business, Politics
BA (Honours)	Political Science, International Relations, Asian Studies, Chinese Language
BCom (Masters)	Economics, International Business
BA, BBS	Economics, Molecular Pathology
BA, LLB (Masters)	Political Science, International Law, Politics
Bsc, BCom	Statistics, Finance, Accounting
BA	Environmental Policy, Public Policy, African Studies
Proportion with Economics	8 out of 13 (62%)

2017 Graduate Cohort

	Qualification
BCom (Hons) / BA	Economics, Commercial Law, Psychology
Honours	Law, Bioethics, Health Law
Honours	Politics, International Relations, French
PHD	Psychology, Religious Studies, Philosophy
Bachelor	Economics, International Business, Māori Studies, French
Bachelor	Law, Philosophy, Politics and Economics
Masters	International Relations, Political Science, Spanish.
Honours	Political Science, History, Diplomacy & International Relations
Proportion with Economics	3 out of 8 (38%)

2018 Graduate Cohort

	Qualification
Bachelors	Economics, Politics
PhD	Literary Translation Studies
Masters	Sociology
Masters	Public Policy
Masters	Social Policy, Anthropology, International Relations (Masters)
Bachelors	Geography, Environmental Science
Honours	German Studies, Political Science
Honours	Psychology, Ecology, Human Geography (Hons)
Masters	Economics
Proportion with Economics	2 out of 9 (22%)

2019 Graduate Cohort (hired in 2018 – starting late 2018/2019)

	Qualification
Masters	Public Policy (Masters), Social Science (Hon), Psychology
Masters	Economics (Masters), Finance
Double Degree	Economics, Politics, Geography (human not physical)
Masters	Public Policy (Masters)
Masters	Finance (Masters), Economics
Honours	Economics (Honours), Finance
Masters	European Union Studies (Masters), Political Science, History
Masters	International Development Practice (Masters), Economics and Political Science
Honours	Law (Honours), Politics, Philosophy and Economics
Masters	Economics (Masters), Finance
Double Degree	Law, International Relations, Political Science
Honours	Public Policy, Development Studies
Masters	International Development Practice (Masters), Finance, Economics
Honours	Law (Hons), Economics, Politics
Masters	Global Economic Policy and Political Science (Masters), International Relations and Modern Language Studies (Hons)
Proportion with Economics	10 out of 15 (67%)

The above information does not show the proportion of graduates with economics degrees who applied, were shortlisted, interviewed and accepted job offers elsewhere.

The Treasury employs people with a broad range of analytical skills including those with graduate qualifications in Economics and Finance. A comprehensive graduate development programme is provided for all graduates, which includes training in Economics and Finance.

3. Shortlisting and selection criteria for assessing graduates when recruiting is below:

To apply applicants must:

- Be a New Zealand Citizen, Resident or Permanent Resident
- Have attained a B+ or higher grade average from previous 12 months' study
- Be ready to start at the specified date

The criteria for screening and shortlisting:

- Level of degree + grade average
- Interest in the Treasury and Graduate Analyst role
- Relevant experiences – paid and volunteer
- Accolades
- Writing abilities
- Māori/Pacific capability
- Numerical literacy (psychometric testing)

In each of the Directorates where anticipated graduate vacancies will be, further information is provided on the specific skills and knowledge required for these individual roles, for example financial risk assessment papers, macroeconomics, public policy.

Criteria for Skype interviews:

- Working at the Treasury
- Analytical analysis (through a policy problem presentation)
- Working with others, for example cultural capability
- Self-management for example, prioritising work
- Ability to communicate

Criteria for Assessment Day:

- Employment and academic reference checks
- Written skills:
 - Ability to communicate
 - Analytical analysis through a policy problem proposal
- Group activity:
 - Behavioural capabilities
 - Analytical analysis through a budget process simulation
 - Panel Interview Analytical skills assessment: presentation
 - Graduate Analyst capabilities, for example problem solving, resilience, work environment
 - Self-development, for example constructive feedback, personal development preferences

4. Treasury provides advice to ministers on the quality of regulatory impact statements (RIS) where those RIS are likely to involve significant impacts or risks. This advice is contained in the quality assurance statement in the RIS and was included within the scope of the external evaluations of regulatory impact analysis carried out in 2012 and 2015. These external evaluations are publicly available on the Treasury website: treasury.govt.nz/information-and-services/regulation/impact-analysis/ria-review. A search of Treasury records has not located any other reports by external agencies relating to the quality of policy advice provided by the Treasury to ministers.

Please note that this letter (with your personal details removed) and enclosed documents may be published on the Treasury website.

This reply addresses the information you requested. You have the right to ask the Ombudsman to investigate and review my decision.

Yours sincerely

Fiona Foster
Chief People Officer