

This is what we give you

Customs offers staff competitive salaries and allowances, subsidised superannuation, enhanced leave benefits, and an encouraging working environment with plenty of social opportunities.

Competitive Salaries and Allowances

The starting salary for a Trainee Customs Officer with around four years relevant work experience, or equivalent educational experience beyond school, is \$34,900 per year. This is 80% of the salary range for a Customs Officer.

The salary for a "fully competent" Customs Officer (100% of the range) is \$43,625. Officers can move above 100% for consistent superior performance.

These figures include a base salary and an "in lieu of benefits" allowance.

A Customs Officer can expect to progress up the remuneration range as their performance increases.

Depending on your hours of work category, your salary can be supplemented. Customs Officers often work on shifts or outside of standard working hours, and allowances are paid to compensate for this. The allowance payable is in the range \$4,668 to \$8,433 p.a., depending on the officer's hours of work arrangements (e.g. if working "flexible hours" (i.e. sometimes outside of standard working hours), shift work, etc.).

Subsidised Superannuation

All Customs employees who are not members of the Government Superannuation Fund (GSF) can elect to join the State Sector Retirement Savings Scheme, and receive an employer contribution to that scheme on top of their salary. The employer contribution matches the employee's contribution up to 3% of salary.

Enhanced Leave Benefits

Benefits include three days "Service holidays" per year, on top of annual leave entitlements; competitive sick leave arrangements; a payment on return from parental leave; paid military leave; paid sporting leave; and long service leave. All these contribute to a real emphasis on a good work-life balance!

Work Environment

Customs provides excellent opportunities for career-long training and development. We offer, in-house, an NZQA accredited Certificate in Border Management, and also New Zealand's only NZQA recognised Diploma and Certificate in Intelligence Analysis.

Customs is focused on providing a working environment that supports and encourages tertiary education that enhances and develops both individual and the Service capabilities. We provide study leave and study assistances programmes across a variety of disciplines.

Customs has a team-based culture with a strong tradition of mutual support.

Social Environment

Customs has active social clubs, and vibrant Maori cultural groups in its main locations. Staff are also encouraged and supported to participate in a variety of sporting activities at both social and competitive levels. We have a number of Customs sports teams and they are always on the lookout for new members.