



The Right Honourable Dame Helen Winkelmann

CHIEF JUSTICE OF NEW ZEALAND | TE TUMU WHAKAWĀ O AOTEAROA

30 April 2024

## MEDIA STATEMENT

# Chief Justice announces release of terms and conditions of judicial appointment

The Chief Justice, with the agreement and support of the Attorney-General, announces the release of the detailed terms and conditions of judicial appointment for the Senior Courts and Employment Court.

“The Attorney General and I see the publication of the terms and conditions as an appropriate step. Public confidence in our core democratic institutions is strengthened by openness and transparency,” Chief Justice Helen Winkelmann said today.

“The salaries and superannuation of judges are already publicly available. They are set by the Remuneration Authority at a level that reflects the required expertise and experience to be appointed as a judge in our courts. Publication of the terms and conditions of appointment provides further transparency into the remuneration of judges.”

The terms and conditions are provided to judges on their appointment, and cover matters such as:

- travel allowances and expenses for judges on circuit travel and official business,
- transfer expenses for when a judge is required to relocate on, or during, their appointment,
- contributions to legal texts, internet and telephone expenses and,
- leave entitlements.

The current terms and conditions for judges from the Senior Courts (Supreme Court, Court of Appeal and High Court) and the Employment Court have been published today on the Courts of New Zealand website. The terms and conditions have been progressively modernised since 2022. The two previous versions of the terms and

conditions for High Court judges (that applied to all Senior Court judges) and Employment Court judges have been published for comparison.

Terms and conditions for other courts are being reviewed by the Attorney-General in conjunction with the judiciary and will be released in due course.

The terms and conditions documents do not include judicial salaries and superannuation entitlements because these are already publicly available in the [Judicial Officers Salaries and Allowances \(2023/2024\) Determination 2023](#) and the [Judicial Officers Superannuation Determination 2019](#).

Salaries and superannuation subsidy entitlements are set by the [Remuneration Authority](#), which is responsible for setting the pay for key public office holders including the Governor-General, members of Parliament and judicial officers.

In 2018-19, the Remuneration Authority undertook a formal review of judicial officer remuneration. In this, the Authority considered all the terms and conditions of the judiciary. That allowed the Authority to develop a “fully inclusive total remuneration amount” for each judicial role to inform the review and its subsequent determinations of judicial officers’ salaries and allowances.

The terms and conditions are published on the Courts of New Zealand website, along with some supporting [FAQs](#).

Helen Winkelmann  
**Chief Justice | Te Tumu Whakawā**

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