

25 March 2020

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Tēnā koe [REDACTED]

## OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of **Wednesday 4 March 2020** for:

*A gender breakdown of the 10 highest-remunerated staff employed at your organisation as at December 21, 2019, and the percentage different in average pay between genders of this subset.*

The Ministry for Women supports efforts to reduce the gender pay gap in organisations across New Zealand. With the State Services Commission, the Ministry is co-leading work to reduce the gender pay gap in the public service through the Gender Pay Gap and Pay Equity Taskforce. Each public service Chief Executive has an action plan for their agency, and is leading activities to reduce their agency's gender pay gap.

In regard to your specific request, care should be taken in interpreting the response given. The calculation asked for does not use the same methodology as for measuring overall gender pay gaps in public service agencies.

Because we are a small agency, our answer covers a range of roles within the Ministry (not necessarily 'like-for-like' roles). We have used all roles based on FTE equivalent, and excluded the Chief Executive role. Agency Chief Executives are not employed by individual agencies. The resulting calculation is also not static; changes can occur as personnel within the Ministry changes.

With this background context, the Ministry's top ten earners include eight women and two men. The percentage difference in the average salary between men and women is 1.0 percent, in favour of men. This figure is very similar to the Ministry-wide gender pay gap of 1.1 percent, in favour of men.

### **Official Information Act responses**

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing [ministerialservicing@women.govt.nz](mailto:ministerialservicing@women.govt.nz), within two weeks of the date of this letter.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



**Renee Graham**  
Chief Executive