



**Te Puni Kōkiri**  
REALISING MĀORI POTENTIAL

07 SEP 2017

File Ref: OIA 36254

[REDACTED]

Tēnā koe [REDACTED]

### Official Information Act request

Thank you for your information request dated 9 August 2017 seeking information about median salary by occupation and gender.

Your request, initially made to the State Services Commission (SSC) was transferred to Te Puni Kōkiri to directly respond to on 23 August 2017 under section 14(b)(ii) of the Official Information Act 1982. A response was therefore due to you on or before 20 September 2017.

You have specifically asked for data covering the period 1 July 2015 to 30 June 2016:

- *Median salary and salary spread by occupation and by gender (like the gender salary box plots in Figure 4.2 of the 2015 HRC report, <https://www.ssc.govt.nz/sites/all/files/HRCReport-2015.pdf>).*
  - *By department*
  
- *Female dominated occupations, at the ANZSCO occupation level 5 (or at level 4 if level 5 isn't possible). For this work, we define "female dominated" as at least 66% are female (the definition in the Employment (Pay Equity and Equal Pay) Bill).*
  - *By department*

Te Puni Kōkiri data is collected and reported to the State Services Commission, who collate it according to their own reporting requirements. Accordingly we endeavoured to provide the data you requested in the exact same format as that used by the SSC but were unable to because of the sample size. We have therefore opted to provide the data to you in a table format (refer below).

Table One sets out the data in response to part one of your request. Table Two sets out the data in response to part two of your request.



Table One: Median Salary and Salary Spread by Occupation and Gender - 2016.

Te Puni Kōkiri  
(Ministry of Māori Development)

Occup. By Gender&Org (25th)			Occup. By Gender&Org (median)			Occup. By Gender&Org (75th)		
Managers	Female	\$94,319	Managers	Female	\$150,753	Managers	Female	\$173,788
	Male	\$98,655		Male	\$146,841		Male	\$160,526
Policy Analyst	Female	\$82,213	Policy Analyst	Female	\$87,201	Policy Analyst	Female	\$95,046
	Male	\$80,121		Male	\$87,131		Male	\$96,811
Information Professionals	Female	\$66,920	Information Professionals	Female	\$71,285	Information Professionals	Female	\$72,740
	Male	\$67,648		Male	\$71,285		Male	\$72,740
Clerical & Administration	Female	\$48,943	Clerical & Administration	Female	\$53,004	Clerical & Administration	Female	\$61,581

Table Two: Female dominated occupations at ANZSCO level 5 - 2016.

ANZSCO Occupations	
General Clerk	531111
% Women	92.30%
Headcount	26

I trust you find this information helpful. 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.

If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact Madeline Smith, Senior Advisor, Ministerials and Business Support via [smitm@tpk.govt.nz](mailto:smitm@tpk.govt.nz).

Ngā mihi



Fiona McBeath  
Manahautū Tuarua Te Puni Tautoko  
Deputy Chief Executive, Organisational Support