



20 January 2026

9(2)(a) privacy

9(2)(a) privacy

**Official Information Request**  
**Our Ref: OIA 2025-0200**

I refer to your official information request received on 4 December 2025 for:

*“I would like a full break down of salaries being paid per job type in the public sector and the comparative for the private sector”.*

**Information publicly available**

The Public Service Commission (the Commission) has collected detailed workforce data since 2000 to help build and maintain a fit-for-purpose Public Service workforce. In October 2025, we released the 2025 Public Service Workforce Data, which was collected from staff payroll data of all Public Service departments and departmental agencies at 30 June 2025.

Data on public sector salaries by occupation can be found on the second tab of the first visualisation at the link provided as **Item One** in the table below. The average Public Service salary is also provided in the first tab of this visualisation. As at June 2025, the average salary in the Public Service was \$103,000, an increase of 1.6% on the previous year (\$101,700). This is down from a 4.6% increase in 2024, and 7.0% in 2023, and it is the lowest annual increase on record, tied with the increase in the year to June 2010.

Private sector average earnings increased by 4.6% over the same period – calculated using average ordinary time hourly earnings for the private sector from Stats NZ’s Quarterly Employment Survey – to an equivalent average salary of approximately \$85,700 per annum. We note that some of the difference in average salary between the Public Service and private sector is attributable to differing skills, and occupational mix between the sectors. For example, 2025 Public Service Census results show that Public Service employees are more qualified on average than the overall New Zealand workforce.

Each quarter, the Commission also reports on wage movements as measured by the Labour Cost Index (LCI). The LCI is released quarterly by Stats NZ. It measures changes in salary and wage rates in the labour market for the same quality and quantity of labour. The Index is “adjusted”, moving with changes in the price of labour, holding the quality and quantity of labour static.

The Commission uses the LCI to monitor and oversee wage movements, including bargaining outcomes, in the public sector and select public sector sub-sectors, including the Public Service, and the health and education sectors. Links to these reports are provided as **Item Two** in the table below.

Further, a chart displaying the annual wage growth rates by sector, including the private sector, can be found in the second visualisation in the link provided as **Item One** in the table below.

In October 2025, we also published the latest disclosure of chief executive remuneration. The Commission has publicly reported on chief executive pay since 2010 to provide transparency for the public. This includes the secretaries of departments, chief executives of departmental agencies, Crown agents and other statutory Crown entities, TEIs, Offices of Parliament and non-Public Service departments. In the visualisation under the heading ‘*Comparison of levels of remuneration across sector*’ found via the link included as **Item Three**, you can find information on remuneration against job size for chief executives in different sectors, including the private sector.

Item	Date	Document Description	Website Address
1	October 2025	Salary by Occupation [Visualisation One, Tab Two]  Average / median salaries in the Public Service [Visualisation One, Tab One]  Wage Growth rate by sector [Visualisation Two]	<a href="#">Wage trends - Te Kawa Mataaho Public Service Commission</a>
2	September 2025	Labour Cost Index Reporting	<a href="#">Employment relations - Te Kawa Mataaho Public Service Commission</a>
3	October 2025	Comparison of levels of remuneration across sectors	<a href="#">Chief executive remuneration - Te Kawa Mataaho Public Service Commission</a>

Accordingly, I have refused your request for the information regarding public sector salaries under section 18(d) of the Official Information Act 1982 (OIA) on the grounds the information requested is publicly available.

**Information not held**

The Commission does not hold a list of salaries in the private sector by job type. I am therefore refusing this part of your request under section 18(e) of the OIA on the grounds that the information does not exist.

If you are interested in receiving more information on private sector salaries, we recommend you contact Stats NZ. Labour market statistics for the September 2025 quarter

is available on the Stats NZ website here: <https://www.stats.govt.nz/information-releases/labour-market-statistics-september-2025-quarter/>.

If you wish to discuss this decision with us, please feel free to contact [Enquiries@publicservice.govt.nz](mailto:Enquiries@publicservice.govt.nz).

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.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicky Dirks', written in a cursive style.

Nicky Dirks

**Manager – Ministerial and Executive Services**  
**Te Kawa Mataaho Public Service Commission**