



# Te Kawa Mataaho

Public Service Commission

19 November 2021

9(2)(a) privacy

Dear 9(2)(a) privacy

## Official Information Request

**Our Ref: OIA 2021-0150**

I refer to your official information request received on 27 October 2021 where you asked:

*"I'm looking for some information around the equal pay guidelines across NZ government agencies?"*

*I'd like to ensure that the same job role/function (specifically IT positions) is paid equally across ministries, or if there's a gap, what the \$ figure as well as salary high pay point the highest and lowest values."*

### Our Response

Te Kawa Mataaho Public Service Commission (the Commission) does not have any guidance around equal pay across New Zealand government agencies in relation to pay parity between similar roles within the Public Service as you've requested.

The Commission also does not hold information regarding the highest and lowest paid staff in IT positions across all Public Service agencies. We are therefore refusing your request under section 18(e) of the Official Information Act on the grounds that the information requested does not exist.

### Government Workforce Policy Statement

The Commission has issued the Government Workforce Policy Statement on the Government's expectations for employment relations in the public sector. This guidance states that the government seeks to establish the Public Service as an exemplar employer for Aotearoa. Priority 1 of this policy outlines the priority to employ people fairly, equitably and in a way that allows them to live good lives and participate in the economy.

This information is publicly available on the Commission's website and can be found at the link provided in the table below:

Item	Document Description	Website Address
1	Government Workforce Policy Statement on the Government's expectations for employment relations in the public sector	<a href="https://www.publicservice.govt.nz/our-work/er/government-workforce-policy-statement/">https://www.publicservice.govt.nz/our-work/er/government-workforce-policy-statement/</a>

While the Commission does not hold information regarding the highest and lowest paid staff in IT positions across all Public Service agencies, we do collect information regarding the average pay of

ICT professionals across Public Service agencies, as part of our data collection for workforce data on Public Service employees.

It is helpful to note that the 'IT Professionals & Technicians' occupations group contains a number of different occupations, such as helpdesk technicians, programmers and system architects. These different roles have different average salaries. Therefore, difference in average salaries across agencies may be driven by differences in the composition of the IT roles at each agency.

Outlined in the below table is the average salary for ICT professionals and technicians broken down by government agency.

<b>Average salary - ICT Professionals and Technicians 2020</b>	
<b>Agency</b>	<b>Average Salary</b>
Department of Conservation	\$96,000
Department of Corrections	\$116,500
Department of Internal Affairs	\$99,900
Inland Revenue Department	\$104,200
Land Information New Zealand	\$102,700
Ministry for Primary Industries	\$90,700
Ministry of Business, Innovation and Employment	\$111,800
Ministry of Education	\$89,100
Ministry of Foreign Affairs and Trade	\$100,200
Ministry of Health	\$92,500
Ministry of Justice	\$109,600
Ministry of Māori Development-Te Puni Kōkiri	\$74,200
Ministry of Social Development	\$100,100
New Zealand Customs Service	\$105,400
Oranga Tamariki-Ministry for Children	\$123,600
Statistics New Zealand	\$88,100
The Treasury	\$88,800

Agencies with less than 10 staff in this occupation group have been removed from the table. We are withholding those agencies information under section 9(2)(a) of the Official Information Act, in order to protect the privacy of natural persons, including deceased people. This is in line with our confidentiality guidelines which are consistent with the Privacy Act requirements and were developed in consultation with Stats NZ.

In making our decision, we have considered the public interest considerations in section 9(1) of the OIA.

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



Nicky Dirks

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

PROACTIVELY RELEASED BY TE KAWA MATAAHO PUBLIC SERVICE COMMISSION