



25 MAR 2020

Dear [REDACTED]

On 4 March 2020, you emailed the Ministry of Social Development (the Ministry) requesting, under the Official Information Act 1982, the following information:

- *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.*

On 17 March 2020, you clarified the date of your request to 31 December 2019.

The Ministry aims to be an employer of choice and is committed to promoting equality and diversity within a positive work culture that is based on respect, fairness and valuing of individual difference.

Please see Table One below, which shows the ten highest remunerated employees, broken down by gender, as at 31 December 2019.

Table One: The ten highest remunerated employees, broken down by gender, as at 31 December 2019.

Gender	Count of employees
Female	3
Male	7

Notes:

- This group does not include the Ministry's Chief Executive who is paid by the State Services Commission.
- This group excludes any Ministry employees who were seconded to another agency at this time.

The female average pay of this group is 88.2% of the male average pay of the group. The difference in the averages of each gender in this group is 11.8%.

For the purposes of this request, the total remuneration is based on the total of Full-time equivalent salary, company superannuation contribution and the ESCT (employer superannuation contribution tax / withholding tax).

The group of ten Ministry employees includes people in a variety of roles and levels of positions. As a result of the small group size and variety of roles, the information

does not provide a comparison of remuneration for people in similar positions and as such, this data is not appropriate for use for gender pay gap analysis.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter available to the wider public. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted, and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response regarding the top ten remunerated Ministry staff with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely



Penny Rounthwaite
Group General Manager People

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