

03 September 2020

Official Information Request No. 8140007190
(Please quote this in any correspondence)

Geoff Brewer
By email – fyi-request-13420-630a0d4e@requests.fyi.org.nz

Dear Geoff

Local Government Official Information and Meetings Act (LGOIMA) 1987

Re: gender pay gap

I refer to your email, which we received on 30 July 2020, requesting information about salaries at Auckland Council, including any gender pay gap.

Your request was as follows:

I'm interested in the gender pay gap within Auckland Council. I would like to request (under the Local Government Official Information and Meetings Act) the distribution of salaries disaggregated by pay band, department, ethnicity and gender. If the full distribution is unavailable, please provide me the median and mean salary disaggregated by pay band, department, ethnicity and gender.

We attach to this letter the following tables in one excel workbook:

1. Median and mean salary by pay band and gender
2. Median salary by pay band and ethnicity
3. Mean salary by pay band and ethnicity
4. Median and mean salary by department

We set out below some additional information that may assist in interpreting this information.

Please note, it is not possible for us to disaggregate the data by pay band, department, ethnicity and gender together.

In all cases, if there are less than five employees in an ethnicity group, then we have not included this information in the table to protect employees' privacy. For this reason, we combined Band K and above roles too.

Pay bands

Council operates a pay banding pay system. Each role is allocated to a pay band based on the proprietary job evaluation system of Strategic Pay (SP10). The majority of roles at Auckland Council fit within this pay banding system.

However, there are around 1000 roles at Council where differing pay systems are applied, as different arrangements have been negotiated with the respective union or a more nuanced pay graduation scale is appropriate. These are shown in Tables 1 to 3 as "other".

Gender

Employees select their gender, and can identify as male, female, gender diverse, or can select that they prefer not to say. Some employees chose not to make a selection. This data pulls through into our payroll system which is binary only, and employees are either “male” or “female and other”. Therefore, the “female and other” category includes those who have selected gender diverse, that they prefer not to say, or who have not selected an option.

Ethnicity

The ethnicity data is based on an employee’s primary ethnic group. Some employees identify with more than one ethnicity, but we have provided the data in tables 2 and 3 based on their primary ethnicity.

The decision by Auckland Council to release the information contained in this response was made by Patricia Reade, Director of People and Performance.

Should you believe Auckland Council has not responded appropriately to your request, you have the right by way of complaint, under section 27(3) of the LGOIMA, to apply to the Ombudsman to seek an investigation and review of the decision.

If you have any further queries please contact me on 09 301 0101 quoting Official Information Request No. 8140007190.

Yours sincerely



Sarah Parry-Crooke
Senior Privacy & LGOIMA Business Partner
Democracy Services