

23 June 2022

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Kia Ora Steven,

### Library Staff Salaries

Thank you for your request made under the Local Government Official Information and Meetings Act 1987 (the Act), received on 16 May 2022. Please find your requests below in bold, followed by our response to each:

### **The number of staff currently working in libraries, in total and by salary band and management tier.**

As of 16 May 2022, there were 178 staff working in libraries. The table below provides a breakdown of staff by salary band and management tier:

Salary Grade	Number of Staff	Management Tier
Q (Living Wage)	6	All Tier 7, Non-Manager
9	117	(116) Tier 7, Non-Manager
		(1) Tier 6, Non-Manager
10	6	(5) Tier 7, Non-Manager
		(1) Tier 5, Non-Manager
11	8	(3) Tier 7, Non-Manager
		(5) Tier 6, Non-Manager
12	3	(2) Tier 6, Non-Manager
		(1) Tier 4 Non-Manager
13	1	Tier 4 Non-Manager
14	16	(14) Tier 6, Non-Manager
		(2) Tier 5, Non-Manager
15	1	Tier 6, Non-Manager
16	14	(10) Tier 5, Manager
		(1) Tier 5 Non-Manager
		(3) Tier 6, Non-Manager
20	6	Tier 4, Manager

### The average salary for staff within each salary band and management tier

The table below provides a breakdown of the number of staff within each salary grade along with the average salary for that grade.

Please note:

- Average salary is based on the fulltime equivalency amount for staff employed in libraries.
- Some information has been withheld under section 7(2)(a) of the Local Government Official Information and Meetings Act 1987, as it contains personal information about private individuals.

Salary Grade	Number of Staff	Average Salary (Based on full time equivalency)
Q (Living Wage)	6	\$47,450 (living wage)
9	117	\$51,478
10	6	\$54,609
11	8	\$59,935
12	3	\$67,663
13	1	Disclosure withheld due to staff numbers
14	16	\$72,206
15	1	Disclosure withheld due to staff numbers
16	14	\$82,759
20	6	\$119,483

Further to this, the below table provides the average salary per staff member based on Management tier.

Please note:

- Average salary is based on the fulltime equivalency amount for staff employed in libraries.
- Some information has been withheld under section 7(2)(a) of the Local Government Official Information and Meetings Act 1987, as it contains personal information about private individuals.

Management Tier	Number of Staff	Average Salary (Based on full time equivalency)
Tier 7, Non-Manager	130	\$51,643
Tier 6, Non-Manager	26	\$70,329
Tier 5, Non-Manager	4	\$73,036
Tier 5, Manager	10	\$81,455
Tier 4, Non-Manager	2	Disclosure withheld due to staff numbers
Tier 4, Manager	6	\$119,483

**The proportion of non-management staff who are earning above the living wage (as understood by the Council)**

There are 156 non-management staff that are earning above the living wage.

**Right of review**

If you are not satisfied with the Council's response, you may request the Office of the Ombudsman to investigate the Council's decision. Further information is available on the Ombudsman website, [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz).

Please note, we may proactively release our response to your request with your personal information removed.

Thank you again for your request, if you have any questions, please feel free to contact me.

Kind regards

Ollie Marchant  
**Official Information**