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THE UNIVERSITY OF
WAIKATO
Te Whare Wānanga o Waikato

21 September 2023

Emmet Smith
Email: fyi-request-23838-3dee3bb4@requests.fyi.org.nz

Dear Emmet,

Official Information request – General Staff Salary Review

I refer to your request for official information of 14 August 2023 in which you have requested the following information:

1. *Could you please give me the number of successful salary increases for [2021 and 2022] through the general staff salary review process and the number of increases for each salary grade Levels 2 – 7 and above.*
2. *Could you also give me a distribution of successful salary increases through the general staff salary review process and the distribution between people who have directed reports and people who do not.*
3. *Finally could you also give me a distribution of successful salary increases through the general staff salary review process starting with senior leadership, senior managers, managers and non-managers.*

Under the Official Information Act 1982 (**Act**) the University of Waikato (**University**) has considered your request and provides the following information.

4. Please find attached two tables at Appendix 1 setting out the number of successful salary increases for 2021 and 2022 through the University's General Staff Salary Review (**GSSR**).

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 or freephone 0800 802 602.

Yours sincerely

Jim Mercer
Chief Operating Officer

Appendix 1

Table 1: Successful numbers of GSSR applications for 2021

Level	Total Number	Non-Manager	Manager	Manager of a Manager
L2	4	4	0	0
L3	25	24	1	0
L4	89	80	9	0
L5	45	27	18	0
L6	25	9	16	0
L7	20	11	9	0
Individual Employment Agreement ¹	19	6	10	3

¹ Note: An “Individual Employment Agreement” can either be: (a) below L7 or (b) at L7, or (c) above L7.

Table 2: Successful numbers of GSSR applications for 2022

Level	Total Number	Non-Manager	Manager	Manager of a Manager
L2	2	2	0	0
L3	11	11	0	0
L4	84	76	8	0
L5	60	33	27	0
L6	26	10	16	0
L7	27	14	10	3
Individual Employment Agreement	0	0	0	0