



22 April 2016

J James

By email: fyi-request-3839-a741a6e4@requests.fyi.org.nz

Dear Mr James

Official Information Act Request

I refer to your request for information on 4 April 2016.

You have requested information under the Official Information Act 1982 (the Act) from Victoria University of Wellington (Victoria) about salaries at Victoria, being:

1. *The salary range of your highest pay band, and how many men and women are in it;*
2. *The salary range of your second highest pay band, and how many men and women are in it;*
3. *The salary range of your third highest pay band, and how many men and women are employed in it;*
4. *How many male and female employees you currently have employed at your institution.*

1) *Employees at Victoria*

Victoria currently employs 1,302 female staff and 1,022 male staff.

2) *First, second and third pay bands*

The below table sets out the salary range of Victoria's first, second and third pay bands, and how many men and women are employed in each band. As the number of individuals in the first three pay bands is very low we have depicted the ratio of females and males as a percentage, in order to protect the privacy of those individuals.

Remuneration band	Gender	Count
\$520,000 to \$529,999	Female	100%
	Male	
\$283,000 to \$392,000	Female	50%
	Male	50%
\$217,000 to \$305,000	Female	40%
	Male	60%

We note that information relating to Victoria's highest pay band is publically available on the State Services Commission website (<http://www.ssc.govt.nz/rem-senior-state-sector-staff-to-30june15>).

Yours sincerely

A handwritten signature in blue ink that reads 'Ade Castro'.

Annemarie de Castro

Director, Human Resources