



4 May 2016

Dear J James

I refer to your Official Information Act 1982 (the **Act**) request of 4 April 2016 for information about the University of Waikato's highest pay bands and gender distribution within those. I respond as follows:

1. With respect to your questions 1-3 and 5-7, the pay bands used by the University are stipulated in the individual employment agreements that are available to the public at: http://www.waikato.ac.nz/hrm/vacancies/employment_agreements.shtml
2. With respect to the second part of questions 1-3 and 5-7 seeking information about the split by gender, the University confirms that at the time of this response:
 - (a) Of its academic staff that are remunerated in accordance with pay bands, the distribution between gender is as per the table below:

Academic Staff		
Gender	Male	Female
Highest band	51	20
Second highest band	46	34
Third highest band	48	39

- (b) Of its general staff that are remunerated in accordance with pay bands, the distribution between gender is as per the table below:

General Staff		
Gender	Male	Female
Highest band	21	23
Second highest band	29	38
Third highest band	51	46

3. With respect to your fourth question, as at today's date, 643 staff that identify as male are employed at the University. This sum includes staff that are employed in fulltime, part-time, continuing and fixed term roles.

4. With respect to your eighth question, as at today's date, 966 staff that identify as female are employed at the University. This sum includes staff that are employed in fulltime, part-time, continuing and fixed term roles.

5. As an aside, I would like to draw to your attention that the University's highest paid employees are not remunerated in accordance with pay bands.

Yours faithfully

Joseph Macfarlane
Director
Office of the Vice-Chancellor