



3 May 2016

J James
c/- FYI website

Dear J James

Official Information Request

I refer to your official information request received on 5 April 2016 for:

1. The salary range of the University's highest pay band, and how many men are in it;
2. The salary range of the University's second highest pay band, and how many men are in it;
3. The salary range of the University's third highest pay band, and how many men are in it;
4. How many male employees are currently employed at the University;
5. The salary range of the University's highest pay band, and how many women are in it;
6. The salary range of the University's second highest pay band, and how many women are in it;
7. The salary range of the University's third highest pay band, and how many women are in it;
8. How many female employees are currently employed at the University.

The University is required to report salary band data for the purposes of the annual State Services Commission's report on *Remuneration of Public Service and State sector senior staff*. The State Services Commission report includes a summary table of the data across the universities.

The following table is based on the \$10,000 bands that are reported to the State Services Commission. However, given the comparatively small size of Lincoln University, the data has been combined above the level of \$190,000 in order to protect each individual's privacy as providing the data in narrow bands of \$10,000 might enable the identification of individuals. The University is therefore withholding the detailed breakdown of the data above \$190,000 under section 9(2)(a) of the Official Information Act 1982. In the University's view, the public interest is adequately served by the provision of the data to the State Services Commission for the published summary across the universities and by the release of Lincoln University data in this format.

The Vice-Chancellor's remuneration figure is disclosed separately in the State Services Commission's report and is not included in the table.

| Total remuneration received (as at 28 April 2016) | Males | Females |
|---|-------|---------|
| \$170,000 - \$179,999 | 0 | 0 |
| \$180,000 - \$189,999 | 5 | 2 |
| \$190,000 plus | 4 | 3 |

The University currently has 350 male and 427 female employees, excluding casual staff and contractors.

You have the right to seek an investigation and review by the Ombudsman of the decision to withhold the detailed breakdown of the data above \$190,000. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss this information with us, please feel free to contact Tafflyn Bradford-James (Director, Communications): phone 03 423 0007 or email tafflyn.bradford-james@lincoln.ac.nz.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'A. Carpinter', with a stylized flourish extending to the right.

Adrian Carpinter
Director, Governance