

15 June 2020

Nic Lane

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Tēnā koe Nic

Official information request for Creative New Zealand job descriptions

I refer to your official information request dated 6 May 2020 for a copy of Creative New Zealand job descriptions including 'pay bands'.

We've considered your request under the provisions of the Official Information Act 1982 ('the Act'), which is based on the principle that information held by government agencies should be made available on request unless there is good reason for withholding it.

The job descriptions you have requested are enclosed as **Appendix 1**. However, we have decided to withhold information on Creative New Zealand remuneration bands under the following section of the Act:

Section 9(2)(a): to protect the privacy of natural persons. Many Creative New Zealand staff names and job titles are publicly available on our website and could be easily matched to salary information, particularly as the relevant job band is specified in many of the job descriptions. Information related to an individual's salary is the kind of information that most people would not usually wish to have disclosed, even presented within broader remuneration bands. We acknowledge that transparency in the public sector is important and suggest you refer to the [State Services Commission's website](#) for the most recent overview of public service remuneration. We don't believe there are any other considerations that make it desirable, in the public interest, to release this information.

For your information, the [Creative New Zealand Annual Report 2018/19](#) reports on the number of Creative New Zealand employees whose remuneration for the 2018/19 financial year exceeded \$100,000. This will be updated in the Annual Report for 2019/20 when it is published later in the year.

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.

If you wish to discuss this information request, please feel free to contact Pip O'Flaherty on 04 498 0737 or via email to: pip.oflaherty@creativenz.govt.nz

Nāku iti noa, nā



David Pannett

Senior Manager, Strategy & Engagement