

ENQ-39263-Q0R7Z6

6 August 2020

Mr Green

Via:fyi-request-13345-9168d59f@requests.fyi.org.nz

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Official Information Act Request

Dear Mr Green

I refer to your request received on 20 July 2020, for the following information:

"I want to know the current salaries/pay of every staff member at the EPA, the job/role/position they fill, and the area they work in. For example:

Jane Doe, a scientist in HSNO, 96,000/yr.

John Doe, a manager in communications, 85,000/yr.

Richard Roe, an advisor in policy, 62,000/yr.

Sophie Roe, an HR professional, 72,000/yr.

I would also like their gender and ethnicity to be listed alongside their salaries.

To avoid this request being rejected on privacy grounds, feel free too:

Redact some or all of the names for privacy. (BUT only do this if it is required to avoid the rejection of this OIA).

Generalise the job position and area of work for each individual, from, for example: "Operations manager in hazardous substances" to instead only "manager", to increase privacy. (BUT only do this if it is required to avoid the rejection of this OIA).

Redact individuals' gender/ethnicity, alongside the salaries. (BUT only do this if it is required to avoid the rejection of this OIA).

If you cannot provide the names, matching positions, area of work, gender, and/or ethnicity against the individual salaries/pay due to privacy reasons (though I very much want you too), please instead provide a simple number breakdown of the exact salaries.

I.e.

44,000 (2 people)

55,000 (1 person)

80,000 (1 person)

...

Etc"

Your request has been treated as a request for information under the Official Information Act 1982 (OIA).

The salary and demographic information you requested has been provided in a way that does not identify individual staff members.

The EPA is a relatively small employer, compared with other Government organisations, with 192 employees as at 30 June 2020. On this basis we are withholding the names of individual staff members under section 9(2)(a) of the OIA to protect their privacy. I am not aware of any public interest in this information rendering it otherwise desirable for this information to be made available.

The EPA continues to focus on being an employer of choice. For both 2017 and 2018, the Human Rights Commission ranked the EPA in the top tier of Crown entities for compliance with good employer obligations.

The EPA recognises the importance of having equal employment policies in place to eliminate barriers to employment. We have a diverse and highly qualified workforce, as our work calls for expertise across a wide range of disciplines.

Our job evaluation processes include a regular review of job descriptions, job salary bands and remuneration levels, to ensure transparent, equitable and gender neutral job evaluation processes. Pay equity and equality is monitored and reviewed across the organisation, over the course of the year.

Appendix 1 gives the ethnicity balance across the EPA as at 30 June 2020.

Appendix 2 gives the gender balance across the EPA as at 30 June 2020.

Appendix 3 gives the individual salaries, without the names and titles, of every EPA staff member as at 30 June 2020.

Appendix 4 identifies the average salaries for males and females in each salary band across the EPA as at 30 June 2020.

You have the right to seek an investigation and review of this decision by the Ombudsman. You can contact the Ombudsman on 0800 802 602, or by email at info@ombudsman.parliament.nz.

If you have any further queries, please do not hesitate to contact us via ministerials@epa.govt.nz.

We will publish your request and our response on our website, www.epa.govt.nz within 10 working days from today. We make OIA responses available so others can read more about the work we do and the questions we are asked. Any information that might identify you will be removed to protect your privacy.

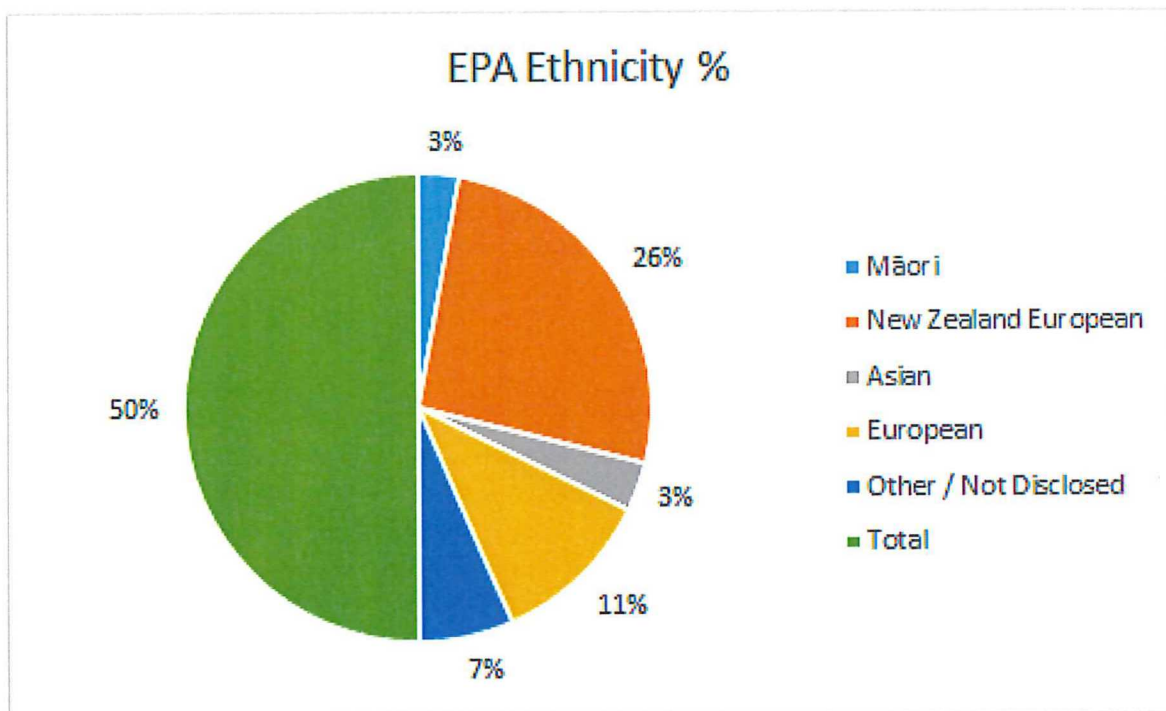
Yours sincerely



Dr Allan Freeth
Chief Executive Officer

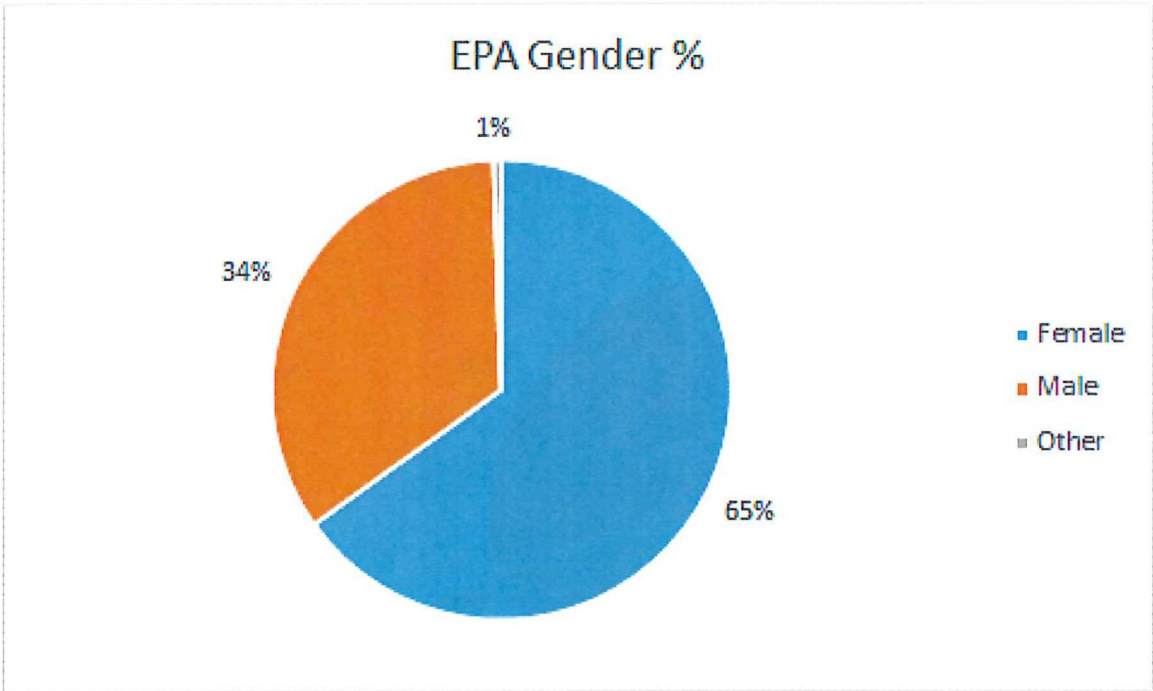
Appendix 1: EPA Ethnicity balance as 30 June 2020

| Ethnicity | Number | % |
|-----------------------|--------|------|
| Māori | 11 | 6% |
| New Zealand European | 100 | 52% |
| Asian | 13 | 7% |
| European | 43 | 22% |
| Other / Not Disclosed | 25 | 13% |
| Total | 192 | 100% |



Appendix 2: EPA Gender balance as 30 June 2020

| Gender | Number | % |
|--------|--------|------|
| Female | 125 | 65% |
| Male | 66 | 34% |
| Other | 1 | 1% |
| Total | 192 | 100% |



Appendix 3: EPA Individual Salaries as 30 June 2020

| Individual Salaries | Number of staff paid this salary |
|---------------------|----------------------------------|
| \$ 45,000 | 1 |
| \$ 46,340 | 1 |
| \$ 50,000 | 1 |
| \$ 50,000 | 1 |
| \$ 50,500 | 1 |
| \$ 52,280 | 1 |
| \$ 52,790 | 1 |
| \$ 55,000 | 1 |
| \$ 55,680 | 1 |
| \$ 56,000 | 1 |
| \$ 56,170 | 1 |
| \$ 57,680 | 1 |
| \$ 57,800 | 1 |
| \$ 58,000 | 2 |
| \$ 59,450 | 1 |
| \$ 60,000 | 2 |
| \$ 60,210 | 2 |
| \$ 60,320 | 2 |
| \$ 60,480 | 1 |
| \$ 60,500 | 1 |
| \$ 60,900 | 1 |
| \$ 61,000 | 1 |
| \$ 61,200 | 1 |
| \$ 61,740 | 1 |
| \$ 62,000 | 3 |
| \$ 62,220 | 1 |
| \$ 62,530 | 3 |
| \$ 62,730 | 1 |
| \$ 63,380 | 1 |
| \$ 64,620 | 1 |
| \$ 65,000 | 3 |
| \$ 66,000 | 2 |
| \$ 67,000 | 1 |
| \$ 68,000 | 1 |
| \$ 68,208 | 1 |
| \$ 69,890 | 1 |
| \$ 70,000 | 1 |
| \$ 70,040 | 1 |
| \$ 71,250 | 1 |
| \$ 71,390 | 1 |
| \$ 72,000 | 6 |
| \$ 72,180 | 1 |

| Individual Salaries | | Number of staff paid this salary |
|---------------------|--------|----------------------------------|
| \$ | 72,200 | 1 |
| \$ | 72,350 | 1 |
| \$ | 72,420 | 1 |
| \$ | 73,000 | 1 |
| \$ | 73,700 | 1 |
| \$ | 74,100 | 1 |
| \$ | 74,620 | 1 |
| \$ | 75,000 | 3 |
| \$ | 75,030 | 1 |
| \$ | 77,000 | 1 |
| \$ | 78,000 | 2 |
| \$ | 78,080 | 1 |
| \$ | 78,600 | 1 |
| \$ | 79,000 | 2 |
| \$ | 79,370 | 2 |
| \$ | 80,000 | 5 |
| \$ | 80,700 | 1 |
| \$ | 81,090 | 1 |
| \$ | 81,260 | 1 |
| \$ | 82,000 | 2 |
| \$ | 83,200 | 1 |
| \$ | 84,170 | 1 |
| \$ | 84,210 | 1 |
| \$ | 84,500 | 1 |
| \$ | 85,192 | 1 |
| \$ | 86,450 | 1 |
| \$ | 86,700 | 1 |
| \$ | 87,000 | 1 |
| \$ | 87,300 | 1 |
| \$ | 87,500 | 1 |
| \$ | 90,000 | 6 |
| \$ | 90,600 | 1 |
| \$ | 91,600 | 1 |
| \$ | 92,600 | 2 |
| \$ | 93,000 | 1 |
| \$ | 94,000 | 1 |
| \$ | 95,000 | 2 |
| \$ | 96,050 | 1 |
| \$ | 96,520 | 1 |
| \$ | 96,600 | 2 |
| \$ | 96,770 | 1 |
| \$ | 96,862 | 1 |
| \$ | 97,150 | 1 |
| \$ | 97,230 | 1 |
| \$ | 97,250 | 1 |

| Individual Salaries | Number of staff paid this salary |
|---------------------|----------------------------------|
| \$ 98,560 | 1 |
| \$ 99,500 | 1 |
| \$ 99,720 | 1 |
| \$ 100,000 | 2 |
| \$ 100,380 | 1 |
| \$ 101,270 | 1 |
| \$ 102,500 | 2 |
| \$ 102,630 | 1 |
| \$ 104,680 | 1 |
| \$ 105,000 | 1 |
| \$ 105,060 | 1 |
| \$ 105,350 | 1 |
| \$ 106,120 | 2 |
| \$ 106,510 | 1 |
| \$ 106,970 | 2 |
| \$ 107,160 | 1 |
| \$ 110,000 | 2 |
| \$ 110,100 | 1 |
| \$ 110,330 | 1 |
| \$ 110,830 | 1 |
| \$ 112,000 | 2 |
| \$ 113,000 | 1 |
| \$ 115,000 | 5 |
| \$ 116,730 | 1 |
| \$ 117,500 | 1 |
| \$ 118,000 | 2 |
| \$ 120,000 | 1 |
| \$ 120,440 | 1 |
| \$ 121,000 | 1 |
| \$ 122,000 | 1 |
| \$ 123,300 | 1 |
| \$ 124,500 | 1 |
| \$ 126,380 | 1 |
| \$ 127,430 | 1 |
| \$ 130,000 | 1 |
| \$ 131,000 | 1 |
| \$ 133,000 | 1 |
| \$ 133,500 | 1 |
| \$ 140,000 | 1 |
| \$ 143,000 | 1 |
| \$ 143,770 | 1 |
| \$ 145,000 | 1 |
| \$ 145,250 | 2 |
| \$ 147,000 | 1 |
| \$ 150,000 | 1 |

| Individual Salaries | | Number of staff paid this salary |
|---------------------|---------|----------------------------------|
| \$ | 155,500 | 1 |
| \$ | 157,600 | 1 |
| \$ | 158,000 | 1 |
| \$ | 168,500 | 1 |
| \$ | 170,000 | 1 |
| \$ | 174,000 | 1 |
| \$ | 198,500 | 2 |
| \$ | 212,000 | 1 |
| \$ | 217,000 | 1 |
| \$ | 229,600 | 1 |
| \$ | 247,000 | 1 |
| \$ | 271,950 | 1 |
| \$ | 381,440 | 1 |
| Total | | 192 |

Appendix 4: EPA Salary Bands and average salary by gender as 30 June 2020

| Salary Bands | Range | Female (Avg) | Male (Avg) |
|---|-------------------|--------------|------------|
| Administrator | 40,000 – 59,999 | \$ 53,713 | \$ 55,000 |
| Advisor/Analyst | 60,000 – 79,999 | \$ 68,463 | \$ 69,196 |
| Senior Advisor/Analyst | 80,000 – 99,999 | \$ 88,070 | \$ 91,334 |
| Team/Project Leader | 10,0000 – 119,999 | \$ 109,574 | \$ 108,227 |
| Principal Advisor/ Analyst/Scientist | 120,000 – 149,999 | \$ 133,326 | \$ 131,904 |
| Manager | 150,000 – 199,999 | \$ 170,300 | \$ 169,250 |
| General Manager | 200,000 – 279,999 | \$ 225,333 | \$ 250,775 |
| Chief Executive | 380,000 – 389,999 | \$ - | \$ 381,440 |

