

15 December 2021

Ref: OIA-21-037

Abdul Shakur

By Email: fyi-request-17615-c1585e30@requests.fyi.org.nz

Tēnā koe Abdul,

Thank you for your email of 18 November 2021 requesting, under the Official Information Act 1982 (Act), the following information:

- *The percentage difference in the average wage across your organisation, broken down by pay bracket.*

Given the context of your subject line, *Comparative Pay By Gender*, your request has been interpreted as the percentage difference in the average wage across Callaghan Innovation between male and female employees, broken down by pay bracket. Please see table on page two in response to your request.

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.

Nāku noa, nā



Vic Crone

Chief Executive

Callaghan Innovation

Average female pay as a percentage of average male pay as at 25 November 2021, broken down by pay bands.

Pay band			Male average	Female average	Average female pay as a % of average male pay
\$ 300,000	to	\$399,999		-	85%
\$ 260,000		\$269,999		-	Only one person, no comparison can be made
\$250,000		\$259,999		-	Only one person, no comparison can be made
\$240,000		\$249,999	\$240,000	\$240,000	100%
\$230,000		\$239,999	-	-	-
\$220,000		\$229,999		-	Only one person, no comparison can be made
\$210,000		\$219,999		-	Only one person, no comparison can be made
\$200,000		\$209,999	\$202,346	\$202,083	96%
\$190,000		\$199,999	\$191,457	\$197,000	103%
\$180,000		\$189,999		-	Only one person, no comparison can be made
\$170,000		\$179,999	\$172,342	\$177,252	103%
\$160,000		\$169,999	\$163,047	\$166,750	102%
\$150,000		\$159,999	\$154,944	\$151,203	98%
\$140,000		\$149,999	\$143,475	\$142,104	99%
\$130,000		\$139,999	\$133,771	\$133,883	100%
\$120,000		\$129,999	\$123,641	\$122,628	99%
\$110,000		\$119,999	\$114,787	\$115,628	101%
\$100,000		\$109,999	\$103,584	\$106,222	103%
\$90,000		\$99,999	\$93,406	\$93,876	101%
\$80,000		\$89,999	\$84,169	\$84,724	101%
\$70,000		\$79,999	\$76,956	\$75,245	98%
\$60,000		\$69,999	\$65,504	\$64,609	99%
\$50,000		\$59,999	\$56,008	\$53,750	96%

Notes:

- Pay bands where a single person is present in one gender show only the percentage or advises where no comparison can be made.
- This data does not include the Chief Executive's remuneration as this is regularly reported on by the Public Service Commission.
- No one in the \$230,000 to \$239,999 band.