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X Brown
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Dear X Brown

We refer to your request of 27 August in respect of average newsroom salaries.

We can confirm that:

1. The average salary for a reporter working in the general 1 NEWS newsroom is an equivalent of \$94,873 (based on a full-time equivalent position).
2. The average FTE salary for a reporter working for *Te Karere* is \$79,504.

A straight comparison is somewhat misleading. There are many factors which impact on the average salary, including experience, capability and tenure of the individuals in these roles, as well as the unique funding model for *Te Karere*.

Currently, due to vacancies, we only have three reporters in *Te Karere*, whereas we have 54 reporters across the rest of our newsroom. Therefore, it is a much smaller sample size. The wider reporter roles also include our long form investigative programmes which usually have much more experienced reporters.

When we concentrate on data for reporter roles across bands 14 & 15 (which is where all the *Te Karere* roles sit) then the situation changes:

1. The average salary for a reporter working in the general newsroom is \$83,507.
2. The average salary for a reporter working for *Te Karere* remains \$79,504.

Again, the small *Te Karere* sample size distorts this.

Across the entire newsroom, and based on those employees who have declared they are Māori (which is entirely voluntary):

1. The average salary for Māori staff in News and Current Affairs at TVNZ is \$119,954.
2. The average salary for staff of other ethnicities (i.e not Māori) that work in News and Current Affairs at TVNZ is \$109,497.

Yours sincerely

OIA Team