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New Zealand  
**MINISTRY  
OF DEFENCE**  
Manatū Kaupapa Waonga

19 August 2015

OC003-2016-3946

Alasdair Keating  
[fyi-request-2489-43327c0d@requests.fyi.org.nz](mailto:fyi-request-2489-43327c0d@requests.fyi.org.nz)

Dear Mr Keating

## **PAY AND EMPLOYMENT EQUITY WORK BY THE MINISTRY OF DEFENCE**

Thank you for your email of 22 July 2015, following up a request in February, for information relating to work undertaken by the Ministry of Defence on pay and employment equity issues, including information on steps taken since June 2012 to address gender disparities in starting salaries and the overall pay gap in the Ministry.

I note that parts of your request note a start date for the request of June 2012. This coincides with the Human Rights Commission's 2012 report, which said the Ministry had a low proportion of women in its workforce and a high gender pay gap.

The Ministry committed to changing this, and since that time we have improved the gender balance in the organisation. The proportion of women who make up the Ministry's permanent staffing increased from 38.3 per cent in mid-2013 to 45.6 per cent in mid-2015.

The Ministry does not have a specific pay and equity response plan, and I must decline the part of your request that seeks on the basis that this information does not exist. But we have undertaken a number of initiatives that are improving diversity in the organisation. One example is a greater commitment to developing people. Our approach includes looking at staff as cohorts and this enables gender equity to be considered.

Under section 28(3) of the Official Information Act 1982 you have the right to request the Ombudsman to investigate and review this response.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Helene Quilter', with a large loop at the end.

Helene Quilter  
**Secretary of Defence**