



19 February 2024

Austin Smith

Email: [fyi-request-25459-2b62d5d7@requests.fyi.org.nz](mailto:fyi-request-25459-2b62d5d7@requests.fyi.org.nz)

Dear Austin

### Official Information request – Salary level

I refer to your request for official information of 21 January 2024 in which you have requested the following:

1. Please list all general staff positions and the salary level determined by job evaluation currently employed at the University. Either Level One, Two, Three, Four, Five, Six, Seven or above. Please order this by division.
2. In a second list please also list all positions that had job evaluations that resulted in a salary level change by year 2021, 2022 and 2023. Please list the previous salary level and the resulting salary level. Please order this by division.

Under the Official Information Act 1982 (**Act**) the University of Waikato (**University**) has considered your request and responds as follows.

1. Attached at Appendix 1 is the general staff salary scales for Levels 2 – 7.
2. Attached at Appendix 2 is a list of all general staff positions by department.

The University is withholding information requested for the salary level of each general staff position in order to protect the privacy of natural persons, being its employees, under section 9(2)(a) of the Act.

Likewise, the University withholds information requested for those positions that had job evaluations resulting in salary level changes in 2021, 2022, and 2023 in order to protect the privacy of natural persons, being its employees, under section 9(2)(a) of the Act.

For both requests, the University considers the need to protect the privacy of its employees outweighs the public interest in disclosure of the information.

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](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Jim Mercer'.

Jim Mercer  
Chief Operating Officer

## APPENDIX 1

### D.1 SALARY SCALE TE PIKINGA O TE UTU

	01.07.2022	01.04.2023	01.10.2023
<b>Level 7</b> <i>Points 490 – 580</i>	101964 – 112120	\$104,513 - \$114,923	\$105,558 - \$116,072
<b>Level 6</b> <i>Points 431 – 489</i>	89952 – 99780	\$92,452 - \$102,280	\$93,452 - \$103,303
<b>Level 5</b> <i>Points 370 – 430</i>	76302 – 87768	\$78,802 - \$90,268	\$79,802 - \$91,268
<b>Level 4</b> <i>Points 305 – 369</i>	63198 – 75756	\$65,698 - \$78,256	\$66,698 - \$79,256
<b>Level 3</b> <i>Points 235 – 304</i>	51186 – 62652	\$53,686 - \$65,152	\$54,686 - \$66,152
<b>Level 2</b> <i>Points 180 – 234</i>	44484 - 50640	\$46,984 - \$53,140	\$47,984 - \$54,140