



Health and Disability Commissioner  
Te Toihau Hauora, Hauātanga

7 March 2024

John Smith

By email: [fyi-request-25568-fae064c6@requests.fyi.org.nz](mailto:fyi-request-25568-fae064c6@requests.fyi.org.nz)

Tēnā koe Mr Smith

**Re: Information request**  
**Our ref: E24HDC00278**

Thank you for your emails of 30 January 2024 and 4 March 2024 requesting “the gender pay gap within the Office of the Health and Disability Commissioner. I would like to request the distribution of salaries disaggregated by pay band, department, job role, and gender. I am also interested to see whether the independent crown agency has roles covered by a collective agreement”.

We have considered your request under the Official Information Act 1982.

Please find the information requested below:

	30 June 2023
Gender pay gap	9.36%

The gender pay gap calculation has been prepared in accordance with the directions of Statistics New Zealand. The statistics show the difference between median pay for female employees and median pay for male employees.

HDC’s gender pay gap calculation excludes our most senior personnel (Commissioner and Deputy Commissioners), who are appointed by the Governor-General, as salaries for these roles are set by the Remuneration Authority. All these roles are filled by women. If these salaries were included, our pay gap calculation would be reduced.

As at 30 June 2023, 80% of HDC’s staff were women, most of whom are involved in the frontline and administrative tasks with a lower pay band. HDC has 20% male staff, 58% of whom were either in managerial or senior advisory roles with a higher pay band.

HDC welcomes people with diverse backgrounds, and proactive checks are built into our recruitment and salary review processes to ensure that staff on the same pay band receive equitable pay, and staff on like-for-like roles are paid equitably.

Please note that we do not have roles covered by collective agreements.

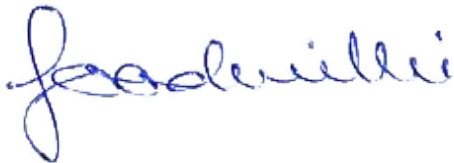
*Refusal of aspect of request*

Your request for the disaggregated information is refused as it would take up too much of our time and resources and would likely lead to the identification of individuals. Therefore, we refuse this aspect of your request pursuant to section 18(f) of the Official Information Act, as the information requested cannot be made available without substantial collation or research. We do not consider that fixing a charge or extending the time limit under sections 15 and 15A of the Official Information Act would enable the request to be granted.

You may seek a review of this decision from the Office of the Ombudsman.

We apologise for the delay in providing this information and thank you for your patience.

Nāku iti noa, nā



**Dr Craig Goodwillie**  
**OIA Team Leader**