



27 August 2024

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Tēnā koe Anna

Your Official Information Act request OIA 2425 - 0107

I write regarding your Official Information Act (the Act) request, which was received by the Department of Internal Affairs (the Department) on 31 July 2024.

You have requested:

Under the Official Information Act 1982, I would like to request information on the gender pay gap for staff employed by Ministerial Services (DIA).

I am requesting the gender pay gap for each financial year from 2014 - 2024.

I ask that this gender pay gap is provided as total pay gap, and then also provided broken down by job title or type. Eg. the gender pay gap for Senior Private Secretaries, the gender pay gap for Ministerial Advisors.

Response to your request

Please find below the response to your request.

The gender pay gap for each financial year from 2014 - 2024.

The gender pay gap for Ministerial Offices from 2014 – 2024 is provided in the table below:

At 30 June	Gender pay gap
2024	6.6%
2023	12.0%
2022	14.2%
2021	13.0%
2020	16.3%
2019	20.2%
2018	21.3%

At 30 June	Gender pay gap
2017	17.5%
2016	21.5%
2015	23.9%
2014	23.0%

Gender pay gap broken down by job title or type. E.g. the gender pay gap for Senior Private Secretaries, the gender pay gap for Ministerial Advisors.

Guidance for calculating gender pay gaps can be found on the Statistics NZ website:

[Organisational gender pay gaps: Measurement and analysis guidelines | Stats NZ](#) in the document [organisational-gender-pay-gaps-measurement-analysis-guidelines.pdf](#).

Specifically, the guidance for calculating gender pay gaps is:

“Minimum organisation size for measuring gender pay gaps

Looking at gender pay differences makes sense in any organisation, but the approach to use depends on an organisation’s size.

To calculate and measure all the gender pay measures (organisation-wide, by-level, and like-for-like jobs, and gender representation), your organisation should have at least 100 employees, including a minimum of 20 women and 20 men.”

While there are more than 100 employees in Ministerial Offices, there are no jobs with 100 employees, nor any jobs with a minimum of 20 women and 20 men. In addition, for many jobs there are only one or two female or male employees in that job which means calculating the gender pay gap could identify the salaries of individuals.

Due to these small numbers, the Department does not calculate the gender pay gap on a job basis.

I am, therefore, refusing this part of your request under Section 18(e) of the Act as the information requested does not exist and under Section 9(2)(a) of the Act to protect the privacy of individuals.

We intend to publish our response to your request on www.dia.govt.nz. This letter, with your personal details removed, will be published in its entirety. Publishing responses increases the availability of information to the public and is consistent with the Act’s purpose of enabling more effective participation in the making and administration of laws and policies and promoting the accountability of Ministers and officials.

If you have any feedback or questions about the Department's response, please let us know at OIA@DIA.govt.nz. If you have any concerns with the information in this response, you have a right to request an investigation and review by the Ombudsman under section 28(3) of the Act. Information on how to do this is available at www.ombudsman.parliament.nz or freephone 0800 802.

Nāku noa

A handwritten signature in black ink, appearing to read 'Simon George', with a large, stylized initial 'S'.

Simon George

General Manager, Pūmanawa Tangata – Human Resources