



1 May 2018

Kayla Freeman

fyi-request-7592-d2ab2e04@requests.fyi.org.nz

Dear Ms Freeman

Official information request for information relating to GCSB graduate programme

I refer to your official information request dated 10 April 2018 for the pay band and salary of people in the Government Communications Security Bureau (GCSB) graduate programme from 2013 to 2018, and the disparity between genders.

The GCSB graduate programme has been running since 2015, taking applications annually, and providing places for approximately 20 graduates per annum. There are two graduate streams:

- The technical stream – a two year programme for graduates with strong technical skills and experience
- The analyst stream – a one year programme for graduates with strong critical thinking and analytical capabilities

All candidates who are offered a position within a graduate cohort are offered the same salary (although some can, however, seek to negotiate the starting salary). Once appointed, graduates in the technical stream receive an increase on a yearly basis throughout the graduate programme. This increase is the same for all graduates within a cohort.

I am refusing your request for the salary of people in the GCSB graduate programme from 2015 to 2018 under section 9(2)(a) of the Official Information Act 1982 (OIA), on the grounds that the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons. Where information is withheld under section 9 of the OIA, I consider that the public interest does not outweigh my decision to withhold this information in this instance.

The pay bands for GCSB's graduate programme from 2015 are as follows:

- 2014/15 \$43,854 to \$65,932 (Band TC-D)
- 2015/16 \$47,030 to \$70,546 (Band E)
- 2016/17 \$47,546 to \$71,318 (Band E)
- 2017/18 \$48,221 to \$72,331 (Band E)

The salary ranges of our pay bands are updated on a yearly basis, informed by market data.

There is a difference in the appointment salary of male and female candidates in the GCSB graduate programme, due to a small number of candidates negotiating their salary, and different graduate cohorts being employed on slightly varying rates between years.

Information on this difference, based on the average position in the salary band for GCSB graduates, is as follows:

Financial Year	2014/15	2015/16	2016/17	2017/18
Female	N/A*	86.10%	84.32%	80.85%
Male	90.02%	85.69%	80.89%	80.73%

* *There were no females in this cohort.*

The average position in the salary band for GCSB graduates, by gender (looked at over the four years that the programme has been running), is reflected below:

Gender	Average position in range at appointment
Female	84.04%
Male	83.75%

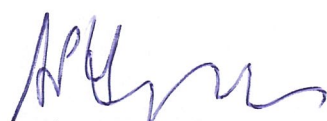
You might be interested in learning more about the tertiary scholarships that GCSB offers to female students studying science, technology, engineering, and mathematics subjects at New Zealand universities (<https://www.gcsb.govt.nz/working-for-us/gcsb-women-in-stem-scholarship/>). This is part of my commitment to having a more diverse workforce at GCSB, and to help raise awareness of the STEM-related career paths available to women in GCSB.

I also suggest that you visit the Diversity and Inclusion section of GCSB's website (<https://www.gcsb.govt.nz/working-for-us/diversity-and-inclusion/>) to look at the recently released *GCSB and New Zealand Security Intelligence Service Diversity and Inclusion Strategy 2017-2020*. The Strategy outlines the work that both agencies have underway to address the gender pay gap.

If you wish to discuss this decision with us, please feel free to contact information@gcsb.govt.nz.

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 or freephone 0800 802 602.

Yours sincerely



Andrew Hampton
Director-General of the GCSB