



30 OCT 2018

Dear [REDACTED]

On 18 September 2018, you emailed the Ministry requesting, under the Official Information Act 1982, the following information:

- *The following info, in an excel spreadsheet, for every MSD job type: Job title, sub-agency, median annual income for all employees with that job title.*

Please find attached a list of occupation groups, classified under the Australian and New Zealand Standard Classification of Occupations (ANZSCO), and the median full time equivalent salary of the Ministry staff in those positions.

ANZSCO is primarily a statistical classification designed to aggregate and organise data collected about jobs or individuals. The classification definitions are based on the skill level and specialisation usually necessary to perform the tasks of the specific occupation, or of most occupations in the group. The definitions and skill level statements apply to the occupation and not persons working in the occupation. The allocation of a particular occupation to a particular skill level should be seen as indicative only and should not be used prescriptively. Further information about ANZSCO can be found at: www.abs.gov.au.

Please note, ANZSCO grouping does not take into account seniority. As such an occupation group may include graduate, junior, senior, lead, principal and on occasion supervisory positions.

Where five or fewer Ministry staff are employed in an occupation grouping, the median salary has been withheld under section 9(2)(a) of the Act to protect the privacy of these staff. The need to protect the privacy of these individuals outweighs any public interest in this information.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter and any attached documents available to the wider public shortly. The Ministry will do this by publishing this letter

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and attachments on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with this response regarding the median salary of Ministry staff, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely



PP

Stephen Crombie
Deputy Chief Executive, Corporate Solutions

Median full time equivalent salary of Ministry staff, broken down by ANZSCO occupational grouping.

Occupation Grouping	Median Full Time Equivalent Salary
Corporate General Manager	\$222,163.00
Finance Manager	\$147,039.00
Human Resources Manager	\$145,656.00
Policy and Planning Manager	\$143,576.00
ICT Managers nec	\$143,517.50
Software Engineer	\$130,856.50
Software and Applications Programmers nec	\$120,962.00
Facilities Manager	\$118,945.50
Specialist Managers nec	\$118,079.00
ICT Security Specialist	\$106,072.00
Policy Analyst	\$103,284.00
ICT Systems Test Engineer	\$102,510.00
Human Resource Adviser	\$101,010.50
ICT Business Analyst	\$97,927.50
Accountant (General)	\$96,975.00
Systems Analyst	\$96,003.00
Database Administrator	\$95,809.00
Public Relations Professional	\$95,672.00
Developer Programmer	\$95,475.00
Welfare Centre Manager	\$95,471.00
Occupational Health and Safety Adviser	\$93,218.00
Information and Organisation Professionals nec	\$93,107.00
Recruitment Consultant	\$92,947.50
Statistician	\$90,568.00
Web Designer	\$89,201.50
Purchasing Officer	\$87,230.50
ICT Support Technicians nec	\$86,208.00
Call or Contact Centre Manager	\$84,908.00
Liaison Officer	\$84,870.00
Internal Auditor	\$84,387.50
Solicitor	\$80,657.00
Organisation and Methods Analyst	\$73,880.50
Contract Administrator	\$73,774.00
Training and Development Professional	\$72,097.00
Secretary (General)	\$72,097.00
ICT Support and Test Engineers nec	\$71,400.00
ICT Customer Support Officer	\$71,328.50
Human Resources Clerk	\$70,815.50
Legal Executive	\$70,227.00
Payroll Clerk	\$63,464.00
Program or Project Administrator	\$62,938.00
Welfare Worker	\$60,077.00
Inspectors and Regulatory Officers nec	\$58,370.00
Call or Contact Centre Operator	\$53,063.00
General Clerk	\$52,960.00
Debt Collector	\$52,960.00
Accounts Clerk	\$51,148.50

Occupation Grouping	Median Full Time Equivalent Salary
Receptionist (General)	\$47,741.00
Clerical and Office Support Workers nec	\$43,308.00
Information Officer	S
Public Relations Manager	S
Network Administrator	S
Procurement Manager	S
Systems Administrator	S
Response Outside Scope	S
Web Administrator	S
Intelligence Officer	S
Chief Information Officer	S
Health Information Manager	S
Other Spatial Scientist	S
Office Manager	S
ICT Project Manager	S
ICT Trainer	S
Education Adviser	S
Personal Assistant	S

Notes:

- This data is from Payroll extracts as at 31 August 2018.
- Only records for staff who are in their nominal position have been used (i.e. excludes staff who are seconded into other positions).
- 'S' indicates a number suppressed under section 9(2)(a) of the Act in order to protect the privacy of individuals
- Occupation groups have been classified using the Australian and New Zealand Standard Classification of Occupations (ANZSCO).
- The structure of ANZSCO has five hierarchical levels - major group, sub-major group, minor group, unit group and occupation. The categories at the most detailed level of the classification are termed 'occupations'. These are grouped together to form 'unit groups', which in turn are grouped into 'minor groups'. Minor groups are aggregated to form 'sub-major groups' which in turn are aggregated at the highest level to form 'major groups'.
- Where a particular occupation is not statistically significant in Australia or New Zealand it is grouped in the 'nec' (not elsewhere classified) category of the Unit Group. Further information regarding this may be found at: abs.gov.au/AUSSTATS/ABS@.NSF/Latestproducts/E3031B89999B4582CA2575DF002D_A702?opendocument
- People who identify as 'supervisor' or 'team leader' should be classified to the occupation category that they supervise regardless of whether they are the senior member of a team or whether they are in fact doing supervising tasks and duties.