

05 May 2021

Mr Green

fyi-request-15098-127fe863@requests.fyi.org.nz

Dear Mr Green

I refer to your request dated 07 April 2021, pursuant to the Official Information Act 1982, seeking:

I want to know the current salaries/pay of every staff member at MOT, the job/role/position they fill, and the area they work in. For example:

Jane Doe, a Policy advisor in team X, 96,000/yr.

John Doe, a manager in communications, 85,000/yr.

Richard Roe, an advisor in team Y, 62,000/yr.

Sophie Roe, an HR professional, 72,000/yr.

I would also like their gender and ethnicity to be listed alongside their salaries.

To avoid this request being rejected on privacy grounds, feel free to:

Redact some or all of the names for privacy. (BUT only do this if it is required to avoid the rejection of this OIA).

Generalise the job position and area of work for each individual, from, for example:

"Operations manager in hazardous substances" to instead only "manager", to increase privacy. (BUT only do this if it is required to avoid the rejection of this OIA).

Redact individuals' gender/ethnicity, alongside the salaries. (BUT only do this if it is required to avoid the rejection of this OIA).

If you cannot provide the names, matching positions, area of work, gender, and/or ethnicity against the individual salaries/pay due to privacy reasons (though I very much want you to), please instead provide a simple number breakdown of the exact salaries. I.e.

44,000 (2 people)

55,000 (1 person)

80,000 (1 person)

Please find in Appendix One the information you have requested. We are withholding some information under section 9(2)(a) of the Official Information Act, which is necessary to protect the privacy of natural persons. The information we are withholding is:

- Name of individual staff members
- Role of individual staff members
- Salary of individual staff members

We are providing you information in an aggregated form to protect the privacy of our employees personal information.

Below are some sources online that provide additional information regarding Ministry salaries, gender, roles and ethnicity:

- The Ministry annually provides the Transport and Infrastructure Committee information on salary bands broken down within \$10,000 bands. This information is also broken down by gender. This information for the year ending 30 June 2020 is available on the Parliament website here on pages 53-55: [Microsoft Word - Annual Review 2019-20 standard questions and answers \(www.parliament.nz\)](http://www.parliament.nz)
- The Ministry and other public sector departments provide Public Service Commission (PSC) annually with data on salary, gender, ethnicity and other employee related information which is reported on their website. The information goes back to 2000. This information can be found here: <https://www.publicservice.govt.nz/our-work/workforce-data/>
- The Ministry's Annual Report also contains a breakdown of the employee's gender, ethnic, age and role type. This can be found in this document on page 34: <https://www.transport.govt.nz/assets/Uploads/About-us/Corporate/MOTAnnualReport2020.pdf>

You have the right under section 28(3) of the Act to make a complaint about the withholding of information to the Ombudsman, who can be contacted at info@ombudsman.parliament.nz

The Ministry publishes our Official Information Act responses and the information contained in our reply to you will be published on the Ministry website. Before publishing we will remove any personal or identifiable information.

Yours sincerely,



Robyn Smith
Deputy Chief Executive
Corporate Services Te Kāhui Tangata Group

Appendix One: Aggregated information requested

All data is accurate as at 07 April 2021.

Salary Band	Male	Female	Total
50,000 - 59,999	2	11	13
60,000 - 69,999	4	8	12
70,000 - 79,999	3	11	14
80,000 - 89,999	11	12	23
90,000 - 99,999	3	4	7
100,000 - 109,999	11	9	20
110,000 - 119,999	11	9	20
120,000 - 129,999	12	15	27
130,000 - 139,999	8	7	15
140,000 - 149,999	3	3	6
150,000 - 159,999	2	1	3
160,000 - 169,999	0	1	1
170,000 - 179,999	8	7	15
180,000 - 189,999	3	2	5
190,000 - 199,999	1	0	1
\$200,000+	4	4	8
Total	86	104	190

Ethnicity	Percentage of employees
New Zealander	65.1%
Maori	3.6%
Asian	9.9%
MELAA	2.6%
European	17.2%
Pacifika	1.6%

Role Type	Female	Male	Total
Administration/Support	17.7%	7.3%	25.0%
Management	5.7%	8.3%	14.1%
Policy Analyst	24.0%	21.9%	45.8%
Specialist	7.3%	7.8%	15.1%
Total	54.7%	45.3%	100.0%