



19 July 2018

Dear [REDACTED]

### Official Information Request

**Our Ref: SSC2018/0104**

On 27 June 2018, after your meeting with Tas Papadopoulos earlier in the month, you asked for data from the 2017 HRC survey for the salary percentiles by gender and HRC group. You specifically asked for the following:

- *Table detailing the ANZSCO codes that the HRC groups are made up of*
- *Headcount of ANZSCO code, overall and by gender*
- *10th, 25th, 50th, 75th, 90th percentile salaries in each HRC group, overall and by gender.*

### Information being released

Please find enclosed in the attached excel spreadsheet (as requested by you in this format).

The first tab in the spreadsheet lists the ANZSCO codes in each HRC group, and the headcount under each by gender.

The second tab in the spreadsheet shows the 10th, 25th, 50th, 75th, 90th percentile salary in each HRC group, overall and by gender.

This information has been produced using the most recent HRC data, as at 30 June 2017 and is for the overall Public Service, therefore the headcount table adds up to the total headcount for the Public Service.

Occupational groups used in the HRC report have been defined from detailed occupational ANZSCO codes (Australian and New Zealand Standard Classification of Occupations) supplied for each employee by departments. They have been designed to reflect key occupational groups for the Public Service.

Please note that coding jobs to ANZSCO codes is subjective and there may be some inconsistencies, especially at the lowest level of the occupation classification. For this reason, we have applied random rounding to the headcount table (as done by Stats NZ) so that emphasis is not put on ANZSCO codes with small numbers.

Inconsistencies in ANZSCO coding may also affect the accuracy of the 10th and 90th percentile salary for some HRC groups.

The gender pay gap used in the HRC report is defined as the difference between the average salary for women and the average salary for men, and is expressed as a percentage of the average salary for men. Gender pay gap may also be calculated using

median salaries. More gender information on the Public Service workforce is available in SSC's Public Service Workforce Data report <http://www.ssc.govt.nz/node/10428>

The States Services Commission and the Ministry for Women are working together to progress the Government's goal of closing the gender pay gap, which includes addressing associated issues underlying pay gaps. A strategy is being developed, along with a set of Gender Pay Principles, which were launched jointly on 2 July 2018 by the Ministers of State Services and Women. The State Services Commissioner, along with other Public Service Chief Executives, have been leading a system-wide diversity and inclusion change programme. A key focus of this programme is understanding and addressing the factors that cause pay gaps e.g. uneven gender representation at senior levels and the role that unconscious bias can play in human resources practices.

If you would like to discuss the information that we have provided to you please contact Tas Papadopoulos at: [tas.papadopoulos@ssc.govt.nz](mailto:tas.papadopoulos@ssc.govt.nz).

Please note that we intend to publish this letter (with your personal details removed) and the attached data on the State Services Commission's website.

Yours sincerely



Josh Masson  
**Manager**  
**State Services Commission**

## HRC Occupational Groups - breakdown by ANZSCO code (as at 30 June 2017)

HRC Occupational Group	ANZSCO (Code)	ANZSCO Name	Female	Male	Grand Total
Managers	111111	Chief Executive or Managing Director	27	36	63
	111211	Corporate General Manager	222	228	447
	121399	Livestock Farmers nec	3	9	12
	131112	Sales and Marketing Manager	3	3	6
	131114	Public Relations Manager	24	15	42
	132111	Corporate Services Manager	99	66	171
	132211	Finance Manager	60	75	135
	132311	Human Resource Manager	69	42	108
	132411	Policy and Planning Manager	195	213	408
	132511	Research and Development Manager	39	30	69
	133111	Construction Project Manager	0	0	0
	133112	Project Builder	0	0	0
	133211	Engineering Manager	3	6	9
	133511	Production Manager (Forestry)	0	3	3
	133611	Supply and Distribution Manager	12	0	12
	133612	Procurement Manager	48	45	93
	134211	Medical Administrator (Aus) / Medical Superintendent (NZ)	9	3	12
	134212	Nursing Clinical Director	3	0	3
	134213	Primary Health Organisation Manager	15	3	15
	134214	Welfare Centre Manager	237	81	321
	134299	Health and Welfare Services Managers nec	21	9	27
	134412	Regional Education Manager	66	18	84
	134499	Education Managers nec	57	21	75
	135111	Chief Information Officer	3	12	15
	135112	ICT Project Manager	48	60	108
	135199	ICT Managers nec	75	156	231
	139912	Environmental Manager	21	45	66
	139913	Laboratory Manager	3	9	12
	139914	Quality Assurance Manager	6	3	9
	139999	Specialist Managers nec	963	927	1887
	141999	Accommodation and Hospitality Managers nec	3	0	3
	142111	Retail Manager (General)	0	0	0
	149211	Call or Contact Centre Manager	48	21	69
	149212	Customer Service Manager	375	336	708
149311	Conference and Event Organiser	9	0	9	
149411	Fleet Manager	0	3	3	
149413	Transport Company Manager	3	0	0	
149913	Facilities Manager	24	27	51	
512111	Office Manager	60	18	75	
512299	Practice Managers nec	3	3	9	
Policy Analyst	224412	Policy Analyst	1560	1179	2739
Information Professionals	224112	Mathematician	3	6	9
	224113	Statistician	216	234	447
	224211	Archivist	39	21	60
	224212	Gallery or Museum Curator	6	3	12
	224213	Health Information Manager	3	0	3
	224214	Records Manager	27	12	39
	224311	Economist	3	6	9
	224411	Intelligence Officer	366	309	675



	224511	Land Economist	24	39	63
	224512	Valuer	3	0	3
	224611	Librarian	168	48	216
	224711	Management Consultant	132	120	249
	224712	Organisation and Methods Analyst	900	588	1491
	224912	Liaison Officer	408	237	645
	224913	Migration Agent (Aus) / Immigration Consultant (NZ)	75	48	126
	224914	Patents Examiner	27	48	72
	224999	Information and Organisation Professionals nec	954	534	1485
Social, Health and Education Workers	241111	Early Childhood (Pre-primary School) Teacher	123	3	123
	241512	Teacher of the Hearing Impaired	30	3	33
	241599	Special Education Teachers nec	18	12	30
	242211	Vocational Education Teacher (Aus) / Polytechnic Teacher (NZ)	54	267	318
	249111	Education Adviser	525	174	699
	249112	Education Reviewer	102	30	129
	249299	Private Tutors and Teachers nec	36	9	42
	251311	Environmental Health Officer	3	0	0
	251312	Occupational Health and Safety Adviser	15	12	24
	251512	Industrial Pharmacist	6	0	6
	251999	Health Diagnostic and Promotion Professionals nec	0	0	0
	252299	Complementary Health Therapists nec	0	0	0
	252411	Occupational Therapist	39	6	45
	252511	Physiotherapist	24	0	27
	252712	Speech Pathologist (Aus) / Speech Language Therapist (NZ)	294	9	303
	253999	Medical Practitioners nec	3	0	3
	254311	Nurse Manager	15	0	18
	254418	Registered Nurse (Medical)	156	69	222
	272111	Careers Counsellor	3	0	3
	272114	Rehabilitation Counsellor	354	180	534
	272199	Counsellors nec	63	3	66
	272311	Clinical Psychologist	120	45	165
	272312	Educational Psychologist	162	39	201
	272399	Psychologists nec	21	3	21
	272411	Historian	18	18	36
	272413	Translator	6	3	6
	272499	Social Professionals nec	42	33	75
	272511	Social Worker	1401	291	1689
	272613	Welfare Worker	2472	750	3225
	411711	Community Worker	0	0	3
	411713	Family Support Worker	249	21	270
	411715	Residential Care Officer	150	267	420
	422116	Teachers' Aide	339	9	348
ICT Professionals and Technicians	223211	ICT Trainer	6	9	18
	225211	ICT Account Manager	15	18	33
	225212	ICT Business Development Manager	6	3	9
	261111	ICT Business Analyst	135	195	327
	261112	Systems Analyst	132	252	384
	261211	Multimedia Specialist	6	3	12
	261212	Web Developer	15	12	30
	261311	Analyst Programmer	3	6	6
	261312	Developer Programmer	21	108	132
	261313	Software Engineer	9	45	54

	261314	Software Tester	15	12	27
	261399	Software and Applications Programmers nec	9	39	48
	262111	Database Administrator	9	33	45
	262112	ICT Security Specialist	0	39	39
	262113	Systems Administrator	27	78	102
	263111	Computer Network and Systems Engineer	12	51	63
	263112	Network Administrator	6	12	15
	263113	Network Analyst	0	6	9
	263211	ICT Quality Assurance Engineer	12	18	27
	263212	ICT Support Engineer	12	27	42
	263213	ICT Systems Test Engineer	39	54	93
	263299	ICT Support and Test Engineers nec	9	15	21
	263311	Telecommunications Engineer	0	6	3
	263312	Telecommunications Network Engineer	0	3	3
	313111	Hardware Technician	0	3	0
	313112	ICT Customer Support Officer	45	69	114
	313113	Web Administrator	21	18	39
	313199	ICT Support Technicians nec	27	60	84
	313211	Radiocommunications Technician	3	9	9
	313213	Telecommunications Network Planner	0	0	3
Legal, HR and Finance Professionals	221111	Accountant (General)	132	108	243
	221112	Management Accountant	84	78	162
	221211	Company Secretary	0	0	0
	221213	External Auditor	21	33	54
	221214	Internal Auditor	60	42	102
	222311	Financial Investment Adviser	3	3	6
	222312	Financial Investment Manager	0	3	3
	223111	Human Resource Adviser	321	78	402
	223112	Recruitment Consultant	51	6	60
	223113	Workplace Relations Adviser	3	6	12
	223311	Training and Development Professional	168	96	267
	271299	Judicial and Other Legal Professionals nec	165	84	249
	271311	Solicitor	426	279	708
Other Professionals not elsewhere included	211213	Musician (Instrumental)	0	3	0
	212112	Media Producer (excluding Video)	0	3	0
	212412	Newspaper or Periodical Editor	9	3	9
	212415	Technical Writer	3	3	6
	212499	Journalists and Other Writers nec	3	6	12
	225111	Advertising Specialist	3	0	3
	225112	Market Research Analyst	0	0	3
	225113	Marketing Specialist	6	9	12
	225311	Public Relations Professional	186	75	264
	231299	Marine Transport Professionals nec	0	3	3
	232212	Surveyor	3	18	21
	232213	Cartographer	6	3	9
	232214	Other Spatial Scientist	3	12	15
	232312	Industrial Designer	3	0	0
	232411	Graphic Designer	9	6	15
	232414	Web Designer	30	21	51
	232611	Urban and Regional Planner	15	9	21
	233211	Civil Engineer	0	0	0
	233214	Structural Engineer	15	42	54

	233311	Electrical Engineer	0	0	0
	233411	Electronics Engineer	0	3	3
	233612	Petroleum Engineer	0	0	0
	233999	Engineering Professionals nec	0	54	57
	234111	Agricultural Consultant	3	3	6
	234112	Agricultural Scientist	21	18	36
	234311	Conservation Officer	84	168	252
	234312	Environmental Consultant	42	72	117
	234313	Environmental Research Scientist	30	33	63
	234314	Park Ranger	276	483	762
	234399	Environmental Scientists nec	3	3	3
	234411	Geologist	6	18	24
	234516	Marine Biologist	3	6	6
	234711	Veterinarian	99	99	198
	234911	Conservator	9	3	12
	234999	Natural and Physical Science Professionals nec	174	141	315
Inspectors and Regulatory Officers	311311	Fisheries Officer	18	72	90
	311313	Quarantine Officer	207	249	456
	311399	Primary Products Inspectors nec	27	51	81
	312113	Building Inspector	0	0	3
	312611	Safety Inspector	3	0	0
	411714	Parole or Probation Officer	909	624	1533
	441212	Fire Fighter	0	3	6
	441311	Detective	3	12	12
	442111	Prison Officer	984	2703	3687
	442211	Alarm, Security or Surveillance Monitor	0	12	12
	442216	Security Consultant	0	0	0
	442217	Security Officer	24	129	153
	599212	Court Bailiff or Sheriff (Aus) / Court Collections Officer (NZ)	171	102	270
	599213	Court Orderly (Aus) / Court Registry Officer (NZ)	579	144	723
	599311	Debt Collector	609	300	909
	599511	Customs Officer	423	537	960
	599512	Immigration Officer	444	192	639
	599516	Taxation Inspector	372	384	753
	599599	Inspectors and Regulatory Officers nec	249	189	438
Contact Centre Workers	541111	Call or Contact Centre Team Leader	147	69	216
	541112	Call or Contact Centre Operator	780	384	1170
	541211	Inquiry Clerk	2337	642	2985
Clerical and Administrative Workers	511111	Contract Administrator	36	30	66
	511112	Program or Project Administrator	339	93	432
	521111	Personal Assistant	528	15	543
	521211	Secretary (General)	153	12	165
	521212	Legal Secretary	60	6	63
	531111	General Clerk	1053	132	1185
	532111	Data Entry Operator	18	6	24
	532112	Machine Shorthand Reporter	105	9	114
	532113	Word Processing Operator	6	0	6
	542111	Receptionist (General)	48	15	63
	542112	Admissions Clerk	0	0	0
	551111	Accounts Clerk	216	57	273
	551112	Cost Clerk	0	0	0
	551311	Payroll Clerk	66	21	87



	552211	Credit or Loans Officer	0	3	3
	552314	Statistical Clerk	36	15	54
	561311	Filing or Registry Clerk	69	30	93
	561411	Mail Clerk	0	3	3
	561511	Survey Interviewer	54	24	78
	561999	Clerical and Office Support Workers nec	168	57	225
	591113	Purchasing Officer	33	15	51
	591115	Stock Clerk	0	0	0
	591211	Despatching and Receiving Clerk	0	6	6
	599112	Legal Executive	60	27	87
	599211	Clerk of Court	153	51	204
	599214	Law Clerk	51	48	99
	599411	Human Resource Clerk	45	3	48
	599611	Insurance Investigator	3	9	12
	599711	Library Assistant	15	3	15
	599915	Clinical Coder	15	3	15
	599916	Facilities Administrator	12	3	18
	599999	Clerical and Administrative Workers nec	54	33	87
Other Occupations	311111	Agricultural Technician	27	6	33
	312112	Building Associate	0	3	0
	312116	Surveying or Cartographic Technician	75	75	150
	312911	Maintenance Planner	0	0	3
	312999	Building and Engineering Technicians nec	3	3	6
	351311	Chef	6	6	12
	351411	Cook	9	6	15
	361111	Dog Handler or Trainer	3	21	21
	361199	Animal Attendants and Trainers nec	3	0	6
	392211	Graphic Pre-press Trades Worker	3	0	3
	399312	Library Technician	3	0	0
	399999	Technicians and Trades Workers nec	6	3	9
	423314	Therapy Aide	3	0	3
	423411	Child or Youth Residential Care Assistant	15	15	30
	451611	Tourist Information Officer	9	0	12
	612112	Property Manager	9	9	15
	731111	Chauffeur	6	36	42
	731199	Automobile Drivers nec	0	3	3
	733111	Truck Driver (General)	0	6	3
	741111	Storeperson	0	3	3
	811412	Domestic Housekeeper	9	6	15
	811699	Cleaners nec	0	0	0
	899311	Handyperson	0	3	3
	997000	Response Unidentifiable	0	0	3
	999999	Not Stated	27	15	42

HRC Occupational Group - Salary by Gender 2017 (as at 30 June 2017)

Percentiles

HRC Occupational Group	10th			25th			50th			75th			90th		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Managers	\$74,200	\$84,600	\$78,100	\$90,200	\$100,100	\$94,900	\$109,900	\$127,600	\$118,100	\$144,400	\$165,700	\$155,000	\$185,800	\$215,300	\$200,000
Policy Analyst	\$57,500	\$60,900	\$58,400	\$70,000	\$78,500	\$71,800	\$90,100	\$99,400	\$93,700	\$106,800	\$122,100	\$113,100	\$128,700	\$147,100	\$137,300
Information Professionals	\$54,600	\$57,200	\$55,600	\$63,100	\$67,700	\$65,000	\$76,300	\$81,300	\$78,400	\$92,700	\$99,700	\$94,600	\$109,000	\$121,800	\$114,800
Social, Health and Education Workers	\$44,800	\$45,900	\$44,800	\$52,000	\$52,000	\$52,000	\$57,200	\$61,600	\$57,700	\$77,400	\$71,400	\$75,600	\$84,800	\$85,900	\$84,800
ICT Professionals and Technicians	\$57,500	\$62,400	\$60,100	\$69,400	\$74,800	\$72,400	\$82,500	\$91,000	\$88,000	\$99,300	\$110,800	\$106,300	\$118,300	\$130,800	\$129,800
Legal, HR and Finance Professionals	\$55,300	\$55,700	\$55,500	\$64,600	\$72,100	\$67,300	\$82,500	\$90,200	\$85,100	\$99,800	\$110,100	\$103,800	\$121,900	\$135,200	\$126,700
Other Professionals not elsewhere included	\$48,700	\$46,200	\$46,700	\$58,000	\$54,100	\$56,100	\$74,000	\$65,600	\$69,500	\$95,400	\$93,400	\$94,400	\$111,200	\$113,600	\$112,800
Inspectors and Regulatory Officers	\$44,100	\$48,100	\$45,900	\$49,500	\$51,900	\$51,900	\$56,400	\$56,400	\$56,400	\$63,400	\$66,200	\$65,800	\$72,300	\$74,900	\$74,200
Contact Centre Workers	\$40,600	\$40,300	\$40,500	\$43,500	\$43,500	\$43,500	\$47,900	\$47,200	\$47,500	\$52,000	\$53,300	\$52,100	\$63,400	\$71,200	\$66,200
Clerical and Administrative Workers	\$44,100	\$42,500	\$43,800	\$48,200	\$47,100	\$48,100	\$54,000	\$55,700	\$54,100	\$62,000	\$73,100	\$63,100	\$72,300	\$95,800	\$75,100
Other Occupations	\$40,900	\$42,600	\$42,600	\$50,100	\$53,500	\$52,800	\$57,400	\$57,800	\$57,600	\$63,800	\$73,500	\$68,000	\$77,800	\$90,400	\$81,600

RELEASED UNDER THE OFFICIAL INFORMATION ACT