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ATIONAL OFFICE EVEL 1, 101 LAMBTON QUAY 20 BOX 2799 VELLINGTON 6140 X10166 - 0-4-499 2489 - 0-4-499 2482 nfo@ero.govt.nz vww.ero.govt.nz VZBN 9429041901809

Dear

Official Information Act request – A gender breakdown of the 10 highest-remunerated staff

I refer to your email dated 4 March 2020 to the Education Review Office requesting the following under the Official Information Act 1982:

A gender breakdown of the 10 highest-**remunerated** staff employed at your organisation as at December 21, 2019, and the percentage different in average pay between genders of this subset.

I attach the following information.

Gender	Count
Female	5
Male	5

*The percentage difference is 11.3% in favour of females with this subset of staff

The Gender Pay Gap and Pay Equity Taskforce which is based in the State Services Commission, helps Public Service agencies to implement the Gender Pay Gap Action Plan. The State Services Commission will be including in their response to you, information about the Public Service Gender Pay Action Plan.

Please note the following caveats relating to the data:

1. A gender pay gap calculated from a total of 10 people is not considered statistically robust by Stats NZ and you should treat this data as a rough indicator only.

2. This gender pay gap also represents a snapshot as at 21st December 2019.

3. Public Service agencies vary widely in size, from about 50 to over 9,000 employees. In a smaller agency, the 10 highest paid staff are likely to include a wide range of roles which could include the Managers, Principal Advisors or Analysts (for example). As a result, the gender pay gaps you receive from some agencies will not be comparing people in the same or similar roles. This doesn't discount

the relevance of this data, but it is another factor you should keep in mind when interpreting the information released to you.

Yours sincerely

INR

Jeremy France Deputy Chief Executive Corporate Services Education Review Office | Te Tari Arotake Mātauranga National Office | Tari Matua