



17 September 2018



Dear [redacted]

**Official Information Request for disaggregated salary data for selected occupations**

**Our Ref: SSC2018/0143**

I refer to your official information request received on 29 August 2018, as follows:

*Further to our request dated 27/6/18, Can we please have the disaggregated FTE salary data for the attached ANZSCO codes from the HRC 2017 Survey?*

The information requested is contained in the attached spreadsheet. Note that where there is a low number of data points some values have been suppressed to protect the privacy of individuals.

If you wish to discuss this response with us, please feel free to contact [Ministerial.Services@ssc.govt.nz](mailto:Ministerial.Services@ssc.govt.nz).

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

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

Yours sincerely

A handwritten signature in black ink, appearing to read 'Stephen Moore'.

Stephen Moore  
**Managing Principal**  
**State Services Commission**

ANZSCO codes - Salary by Gender 2017

Percentiles

ANZSCO code	ANZSCO Occupation name	10th			25th			50th			75th			90th		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
111211	Corporate General Manager	\$107 000	\$134 500	\$118 000	\$148 400	\$177 900	\$155 700	\$195 000	\$216 900	\$203 800	\$238 000	\$260 000	\$248 800	\$299 500	\$310 100	\$309 000
132111	Corporate Services Manager	\$85 000	\$96 900	\$86 400	\$99 100	\$116 800	\$102 600	\$127 900	\$154 800	\$139 800	\$164 600	\$175 700	\$170 000	\$191 200	\$215 900	\$206 600
132211	Finance Manager	\$92 300	\$99 000	\$92 600	\$117 300	\$122 300	\$119 300	\$142 800	\$150 000	\$143 200	\$163 200	\$197 600	\$177 200	\$200 000	\$233 400	\$219 900
132411	Policy and Planning Manager	\$101 700	\$110 000	\$104 100	\$121 300	\$126 100	\$124 200	\$142 300	\$150 000	\$145 100	\$164 500	\$172 900	\$170 000	\$190 400	\$201 900	\$198 400
135199	ICT Managers nec	\$91 000	\$99 300	\$96 300	\$104 700	\$119 200	\$111 300	\$124 000	\$140 000	\$135 000	\$145 000	\$160 100	\$155 700	\$165 400	\$182 400	\$175 200
139999	Specialist Managers nec	\$79 600	\$86 900	\$81 300	\$94 200	\$103 200	\$98 000	\$114 500	\$128 000	\$120 700	\$142 200	\$156 900	\$150 000	\$170 000	\$189 800	\$180 600
149212	Customer Service Manager	\$67 900	\$74 200	\$68 000	\$81 000	\$82 500	\$82 500	\$89 400	\$97 400	\$92 900	\$100 700	\$108 500	\$104 400	\$122 200	\$128 600	\$125 000
221111	Accountant (General)	\$51 200	\$54 300	\$52 600	\$66 000	\$85 600	\$73 100	\$85 000	\$96 000	\$90 600	\$95 800	\$110 000	\$105 500	\$115 700	\$119 800	\$119 300
221112	Management Accountant	\$64 900	\$68 100	\$66 200	\$79 400	\$85 000	\$82 200	\$89 900	\$92 700	\$91 700	\$99 800	\$107 100	\$104 100	\$124 100	\$124 100	\$126 700
223111	Human Resource Adviser	\$57 000	\$70 100	\$58 000	\$68 900	\$85 100	\$70 500	\$88 000	\$96 700	\$91 100	\$102 200	\$112 700	\$104 500	\$118 000	\$150 000	\$120 000
223311	Training and Development Professional	\$55 600	\$60 700	\$57 100	\$63 300	\$70 000	\$67 600	\$72 300	\$73 700	\$72 300	\$83 000	\$82 500	\$82 900	\$94 100	\$94 400	\$94 100
224411	Intelligence Officer	\$56 000	\$56 400	\$56 000	\$65 000	\$65 500	\$65 100	\$75 400	\$77 400	\$76 000	\$88 000	\$90 800	\$89 600	\$105 600	\$110 100	\$106 700
224412	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
224711	Management Consultant	\$66 600	\$70 000	\$68 100	\$77 900	\$86 000	\$83 100	\$99 900	\$115 700	\$104 800	\$126 400	\$140 900	\$131 500	\$149 600	\$157 400	\$156 600
224712	Organisation and Methods Analyst	\$56 700	\$60 100	\$57 200	\$65 300	\$70 700	\$67 500	\$78 300	\$85 600	\$81 100	\$96 000	\$102 600	\$98 000	\$110 000	\$125 200	\$116 700
224912	Liaison Officer	\$51 400	\$54 000	\$52 100	\$56 300	\$58 700	\$56 600	\$65 900	\$72 200	\$68 700	\$75 400	\$82 800	\$76 100	\$86 000	\$101 400	\$92 000
224999	Information and Organisation Professionals nec	\$59 800	\$60 000	\$59 900	\$70 300	\$71 300	\$70 800	\$85 300	\$88 000	\$85 900	\$96 900	\$105 000	\$99 700	\$114 000	\$123 000	\$118 000
225311	Public Relations Professional	\$67 900	\$68 700	\$68 100	\$80 200	\$83 300	\$80 300	\$95 000	\$101 700	\$96 800	\$106 100	\$114 300	\$110 000	\$120 000	\$140 300	\$127 100
261111	ICT Business Analyst	\$72 500	\$70 700	\$71 700	\$80 000	\$87 200	\$83 600	\$93 400	\$98 100	\$96 700	\$106 600	\$121 000	\$115 000	\$124 600	\$143 300	\$135 500
261112	Systems Analyst	\$65 000	\$70 500	\$67 900	\$72 800	\$79 200	\$77 400	\$84 600	\$87 000	\$85 300	\$98 100	\$106 300	\$104 300	\$112 500	\$119 700	\$115 300
271299	Judicial and Other Legal Professionals nec	\$51 600	\$46 300	\$46 300	\$57 300	\$55 600	\$55 700	\$64 600	\$64 300	\$64 600	\$75 100	\$102 200	\$84 800	\$108 100	\$154 100	\$127 400
271311	Solicitor	\$54 600	\$54 600	\$54 600	\$68 000	\$74 000	\$70 000	\$89 100	\$96 300	\$91 200	\$114 700	\$123 300	\$119 700	\$132 000	\$139 200	\$134 700
272311	Clinical Psychologist	s	s	\$64 000	\$70 300	\$78 700	\$70 300	\$78 700	\$98 800	\$89 300	\$98 800	\$98 800	\$98 800	s	s	\$108 300
442217	Security Officer	s	s	\$39 300	\$39 300	\$39 300	\$39 300	\$43 000	\$44 300	\$44 300	\$48 900	\$48 900	\$49 000	s	s	\$53 100
511112	Program or Project Administrator	\$49 800	\$51 900	\$50 000	\$56 300	\$60 000	\$57 000	\$61 700	\$67 700	\$62 100	\$70 900	\$87 400	\$72 500	\$86 100	\$124 700	\$92 600
521111	Personal Assistant	s	s	\$52 000	s	s	\$56 000	\$60 000	\$67 600	\$60 000	s	s	\$67 600	s	s	\$74 100
521211	Secretary (General)	s	s	\$51 300	s	s	\$57 000	\$63 500	\$82 100	\$64 100	s	s	\$72 300	s	s	\$82 600
531111	General Clerk	\$43 900	\$41 600	\$43 300	\$47 000	\$45 800	\$47 000	\$50 400	\$50 100	\$50 400	\$54 400	\$56 000	\$54 600	\$60 800	\$71 000	\$61 200
541111	Call or Contact Centre Team Leader	\$49 000	\$46 600	\$48 300	\$59 400	\$71 100	\$63 400	\$80 100	\$77 600	\$79 300	\$84 900	\$83 000	\$84 400	\$91 100	\$91 800	\$91 500
541112	Call or Contact Centre Operator	\$41 600	\$42 000	\$41 600	\$44 200	\$44 200	\$44 200	\$47 200	\$47 200	\$47 200	\$51 900	\$51 900	\$51 900	\$59 400	\$67 900	\$61 000
541211	Inquiry Clerk	\$40 100	\$39 800	\$40 100	\$43 300	\$43 300	\$43 300	\$47 500	\$46 100	\$47 000	\$51 400	\$51 900	\$51 500	\$58 300	\$58 700	\$58 300
551111	Accounts Clerk	\$39 300	\$41 400	\$39 300	\$42 200	\$44 400	\$42 300	\$45 800	\$48 000	\$46 300	\$50 800	\$51 000	\$50 900	\$55 000	\$55 200	\$55 000
561999	Clerical and Office Support Workers nec	\$42 400	\$42 700	\$42 500	\$44 500	\$44 500	\$44 500	\$48 100	\$48 700	\$48 100	\$51 500	\$50 500	\$51 500	\$59 600	\$58 900	\$59 600
599311	Debt Collector	\$44 400	\$44 600	\$44 400	\$46 100	\$46 000	\$46 100	\$50 700	\$49 200	\$50 000	\$55 100	\$53 800	\$54 800	\$61 000	\$62 100	\$61 500
599599	Inspectors and Regulatory Officers nec	\$50 700	\$50 700	\$50 700	\$52 400	\$57 200	\$54 600	\$65 400	\$70 700	\$68 000	\$70 800	\$82 200	\$73 700	\$82 800	\$102 600	\$94 300

s suppressed for confidentiality purposes