

What did we achieve in 2020/21? (these are in line with the milestones from the *Eliminating the Public Service Gender Pay Gap 2018–2020 Action Plan*)

Equal Pay

We completed a like for like job analysis and reduced gender pay gaps across job bands with significant gaps. This will be done annually after each remuneration review. Overall, the Ministry continues to keep its adjusted GPG at approximately 1%.

The Ministry formed a working group of staff, managers and PSA representatives in 2020 to develop a new performance and remuneration framework that delivers outcomes that support our equal pay and gender/ethnic pay principles. This is effective 1 July 2021.

A gender pay gap analysis tool was developed for the People and Capability team. This is a live tool that allows in particular, our recruitment team, to review all proposed salary offers against others in like for like roles across Directorates and pay bands.

Flexible work by default

We implemented flexible-first guidelines which encourage a work environment that enables an effective balance between work, personal and whanau commitments. The Ministry has seen a positive uptake of flexible working from across all Directorates and in a variety of roles.

We conducted a remote working pulse check survey during the COVID-19 lockdown where 79% of our staff told us that they would like their future remote working experience to continue being a mix of home and office based.

Remove bias and discrimination in remuneration systems and human resource practices

We rolled out an online unconscious bias module for all people leaders and staff. As at 30 June 2021, 98% of all people leaders and 92% of all staff had completed this.

We established recruitment selection and selection panel guidelines to support more objective evaluation of candidates and minimise bias through selection.

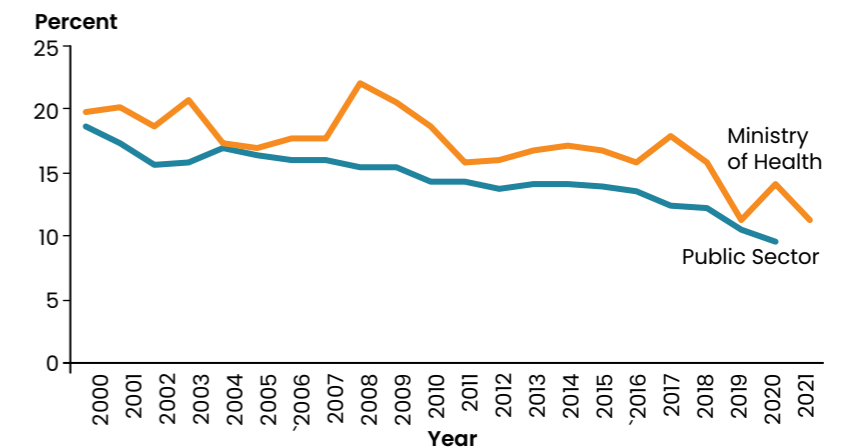
Gender balanced leadership

Females continue to hold at least 50% of our tier 2–3 leadership roles. As at 30 June 2021, this was 62.5%.

What will we achieve in 2021/22

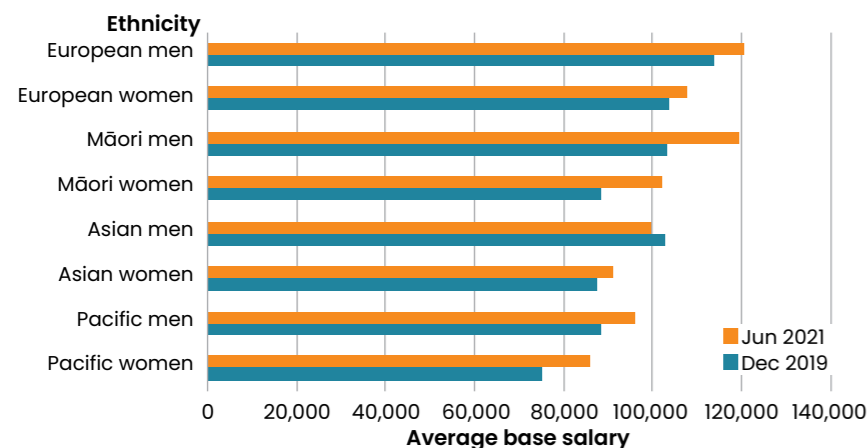
- Put a timeline in place which will allow us to accurately report gender and ethnic pay gap information for contractors/consultants, casuals and staff seconded in from other Government agencies.
- Effective 1 July 2021, our new performance and remuneration framework will be implemented. This is being staged in two phases and spread over the next two financial years, to ensure that the Ministry meets its obligations to unions and pay restraint guidance issued by Te Kawa Mataaho. For employees in bands 12–19 a 'blended' step and performance-based pay system will be introduced. These steps are automatic to the midpoint, with performance-based pay applied thereafter. Employees above band 19 are excluded from the automatic progression.
- Review the current methodology used for evaluating jobs including job families and the pay band model.
- Complete our annual 'like for like' job analysis and close any significant gender pay gaps within the same roles.
- Establish a summer intern programme over 2021/22. This will be run annually and exists to give promising talent and future employees the opportunity to match their knowledge and skills with a structured workplace environment.
- Update our ethnicity options on MyHR (staff kiosk) to match the current StatsNZ listing. We will also give staff the opportunity to select up to 3 ethnicities (currently 2, plus 1 nationality field which causes confusion).
- Create a gender diverse option (or similar) for staff on the new starter form and in MyHR.
- Continue to meet the gender pay milestones and adhere to the principles as laid out in our previous plan.

Ministry gender pay gap v public sector



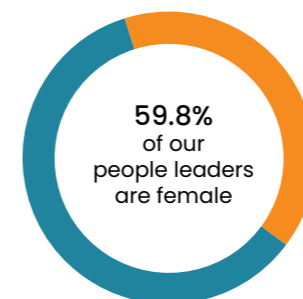
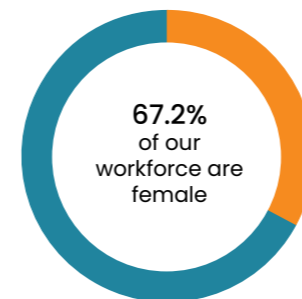
Data snapshot as at 30 June 2021

Average base salary by ethnicity and gender



Number of staff by tier

	Tier					Total
	2	3	4	5	6	
Manager	15	73	126	45		259
Staff	1	37	268	758	374	1,438
Total	16	110	394	803	374	1,697



Gender pay gap by occupation group

