

# Te Puni Kōkiri Pay Gaps Action Plan 2022



**Kia Toipoto: Public Service Pay Gaps Action Plan 2021-24** sets out actions and targets that will help close the gender pay gap in the Public Service.

The **Gender Pay Principles** provide a framework for creating working environments free of gender-based inequalities, based on collaborative action between agencies, employees and unions.

- 1 Freedom from bias and discrimination**  
Employment and pay practices are free from the effects of conscious and unconscious bias and assumptions based on gender.
- 2 Transparency and accessibility**  
Employment and pay practices, pay rates and systems are transparent. Information is readily accessible and understandable.
- 3 Relationship between paid and unpaid work**  
Employment and pay practices recognise and account for different patterns of labour force participation by workers who are undertaking unpaid and/or caring work.
- 4 Sustainability**  
Interventions and solutions are collectively developed and agreed, sustainable and enduring.
- 5 Participation and engagement**  
Employees, their unions and agencies work collaboratively to achieve mutually agreed outcomes.

Te Puni Kōkiri gender pay gap

June 2021

**15.9%**

September 2022

**10.6%**

The main driver of the gender pay gap is vertical segregation (more women in lower-paid roles). This is a common driver in many organisations.

### Key milestones since June 2021:

- Gender Pay Gap has reduced
- Like for like gender pay gaps are now minimal
- Implications for gender pay gaps are considered at key decision points such as recruitment, promotion and remuneration review
- Implementation of the new remuneration structure
- Greater transparency of remuneration rates

### Key 2022 targets:

- Improve gender and ethnicity data quality
- Continue to reduce gender pay gap by 2% per year

## Progress and further actions to close gender pay gaps at Te Puni Kōkiri:

Achieved

	2020-2022	2023 Target: reduce GPG by a further 2%	2024 Target: reduce GPG by a further 2%
<b>Transparency</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Gender Pay Action Plan 2021/22</li> <li><input checked="" type="checkbox"/> Greater transparency of remuneration rates</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 2022/23 Pay Gap Action Plan.</li> <li><input type="checkbox"/> Improve data collection for ethnicity and gender.</li> <li><input type="checkbox"/> Form a cross-puni working group to implement and monitor this plan.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Update pay gap data</li> <li><input type="checkbox"/> Validate ethnicity pay gaps and consider additional actions if required</li> </ul>
<b>Equitable pay outcomes</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Implementation of the new remuneration structure</li> <li><input checked="" type="checkbox"/> Like for like gender pay gaps minimized</li> <li><input checked="" type="checkbox"/> Work on Admin/Clerical Claim</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Implementation and monitoring of approvals for 110%+ PIR appointments.</li> <li><input type="checkbox"/> Equal Pay Analysis for like for like roles (Grades).</li> <li><input type="checkbox"/> Contribution Analysis to identify potentially disadvantaged employees.</li> <li><input type="checkbox"/> Continued work on Admin/Clerical Pay Equity Claim</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Continue to monitor 100%+ PIR appointments</li> <li><input type="checkbox"/> Equal Pay Analysis for like for like roles to ensure gaps have not remerged</li> <li><input type="checkbox"/> Implement Admin/Clerical Pay Equity Claim if undervaluation found</li> </ul>
<b>Leadership and representation</b>		<ul style="list-style-type: none"> <li><input type="checkbox"/> No pressing action to increase representation of ethnicity and gender.</li> <li><input type="checkbox"/> For significant gains in lowering gender and Māori pay gaps – implement targeted initiatives to move towards perfect integration.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Continue with targeted actions</li> </ul>
<b>Effective career and leadership development</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Intern programme</li> <li><input checked="" type="checkbox"/> Defence/TPK development programme, which also benefits the wider public service.</li> <li><input checked="" type="checkbox"/> Monitoring of HR and remuneration policies and practices.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Actions to be developed in accordance with PSC guidance to be released in early 2023.</li> <li><input type="checkbox"/> Continue with Intern programme.</li> <li><input type="checkbox"/> Continue with Defence/TPK development programme.</li> <li><input type="checkbox"/> Continue to monitor HR and remuneration policies and practices.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Implement career pathways</li> <li><input type="checkbox"/> Continue with Intern programme.</li> <li><input type="checkbox"/> Continue with Defence/TPK development programme.</li> <li><input type="checkbox"/> Continue to monitor HR and remuneration policies and practices.</li> </ul>
<b>Eliminating all forms of bias and discrimination</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Implications for gender pay gaps are considered at key decision points such as recruitment, promotion and remuneration review</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Review HR and remuneration policies and practices with a bias-free lens when they are due to reviewed.</li> <li><input type="checkbox"/> Developing guidance for recruiting managers around gender and ethnic gaps</li> <li><input type="checkbox"/> Continue providing te reo and te ao Māori training for new and existing staff</li> <li><input type="checkbox"/> Provide greater context (in job descriptions and recruitment material) around what 'or equivalent' in relation to academic qualifications means</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Review HR and remuneration policies and practices with a bias-free lens when they are due to reviewed.</li> <li><input type="checkbox"/> Continue to provide te reo and te ao Māori training for new and existing staff</li> </ul>
<b>Flexible-work-by-default</b>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Flexible working available to all Kaimahi</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Monitor flexible-working practices.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Monitor flexible-working practices.</li> </ul>