

Te Puni Kōkiri Pay Gaps Action Plan 2023

Kia Toipoto: Public Service Pay Gaps Action Plan 2021-24 sets out actions and targets that will help close gender, Māori, Pacific and ethnic pay gaps in the Public Service.

Te Pono Transparency

Employment and pay practices, pay rates and systems are transparent. Information is readily accessible and understandable.

Ngā Hua Tōkeke mō te Utu Equitable pay outcomes

Starting salaries and salaries for the same or similar roles are not influenced by bias. Agencies monitor starting salaries and salaries for the same or similar roles to ensure pay gaps do not reopen.

Te whai kanoahi i ngā taumata katoa Leadership and representation

The Public Service workforce and leadership are substantially more representative of society.

Te Whakawhanaketanga i te Aramahi Effective career and leadership development

Career pathways and progression opportunities are available to support women, Māori, Pacific and ethnic kaimahi to achieve their career aspirations.

Te whakakore i te katoa o ngā momo whakatoihara, haukume anō hoki Eliminating all forms of bias and discrimination

Remuneration and HR systems, policies and practices are designed to remove all forms of bias and discrimination.

Te Taunoa o te Mahi Pīngore Flexible-work-by-default

Kaimahi have equitable access to flexible-by-default working which does not undermine career progression or pay.

Te Puni Kōkiri Gender Pay Gap (Average)

August 2023

9.1%

June 2023

10.9%

June 2022

13.2%

June 2021

15.6%

Te Puni Kōkiri Māori Pay Gap (Average)

August 2023

7.4%

June 2023

11.2%

June 2022

13.3%

June 2021

19.5%

Main Driver of Te Puni Kōkiri Pay Gaps: Occupational Vertical Segregation

Te Puni Kōkiri has a high proportion of females and Māori in lower pay graded roles. This is greater than our overall representation and the representation in our high pay graded roles. As occupational vertical segregation reduces, our pay gaps reduce.

Progress and actions to reduce Te Puni Kōkiri gender and ethnic pay gaps

Achieved In Progress

	2020-2022	2023	2024
Yearly Target:		<input checked="" type="checkbox"/> Reduce GPG by a further 2%	<input checked="" type="checkbox"/> Reduce GPG & Māori Pay Gap by 2%
Te Pono	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Gender Pay Action Plan 2021/22. <input checked="" type="checkbox"/> Greater transparency of remuneration rates. 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> 2022/23 Pay Gap Action Plan. <input type="checkbox"/> Improve data collection for ethnicity and gender. <input type="checkbox"/> Form a cross-puni working group to implement and monitor this plan. 	<ul style="list-style-type: none"> <input type="checkbox"/> Update pay gap data. <input type="checkbox"/> Validate ethnicity pay gaps and consider additional actions if required.
Ngā Hua Tōkeke mō te Utu	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Implementation of the new remuneration structure. <input checked="" type="checkbox"/> Like for like gender pay gaps minimized. <input checked="" type="checkbox"/> Work on Admin/Clerical Claim. 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Implementation and monitoring of approvals for 110%+ PIR appointments. <input checked="" type="checkbox"/> Equal Pay Analysis for like for like roles (Grades). <input type="checkbox"/> Contribution Analysis to identify potentially disadvantaged employees. <input checked="" type="checkbox"/> Continued work on Admin/Clerical Pay Equity Claim. 	<ul style="list-style-type: none"> <input type="checkbox"/> Continue to monitor 100%+ PIR appointments. <input type="checkbox"/> Equal Pay Analysis for like for like roles to ensure gaps have not re-emerged. <input type="checkbox"/> Implement Admin/Clerical Pay Equity Claim if undervaluation found.
Te whai kanoahi i ngā taumata katoa		<ul style="list-style-type: none"> <input checked="" type="checkbox"/> No pressing action to increase representation of ethnicity and gender. <input type="checkbox"/> For significant gains in lowering gender and Māori pay gaps – implement targeted initiatives to move towards perfect integration. 	<ul style="list-style-type: none"> <input type="checkbox"/> Roll out suite of leadership and coaching programmes. <input type="checkbox"/> Roll out 'talent management' and leadership fundamentals training.
Te Whakawhanaketanga i te Aramahi	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Intern programme. <input checked="" type="checkbox"/> Defence / Te Puni Kōkiri development programme, which also benefits the wider public service. <input checked="" type="checkbox"/> Monitoring of HR and remuneration policies and practices. 	<ul style="list-style-type: none"> <input type="checkbox"/> Actions to be developed in accordance with PSC guidance to be released in early 2023. <input checked="" type="checkbox"/> Continue with Intern programme. <input checked="" type="checkbox"/> Continue with Defence / Te Puni Kōkiri development programme. <input checked="" type="checkbox"/> Continue to monitor HR and remuneration policies and practices. 	<ul style="list-style-type: none"> <input type="checkbox"/> Implement career pathways. <input type="checkbox"/> Continue with Intern programme. <input type="checkbox"/> Continue with Defence / Te Puni Kōkiri development programme. <input type="checkbox"/> Continue to monitor HR and remuneration policies and practices.
Te whakakore i te katoa o ngā momo whakatoihara, haukume anō hoki	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Implications for gender pay gaps are considered at key decision points such as recruitment, promotion and remuneration review. 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Review HR and remuneration policies and practices with a bias-free lens when they are due to reviewed. <input type="checkbox"/> Developing guidance for recruiting managers around gender and ethnic gaps. <input checked="" type="checkbox"/> Continue providing te reo and te ao Māori training for new and existing staff. <input type="checkbox"/> Provide greater context (in job descriptions and recruitment material) around what 'or equivalent' in relation to academic qualifications means. 	<ul style="list-style-type: none"> <input type="checkbox"/> Review HR and remuneration policies and practices with a bias-free lens when they are due to reviewed. <input type="checkbox"/> Continue to provide te reo and te ao Māori training for new and existing staff.
Te Taunoa o te Mahi Pīngore	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Flexible working available to all Kaimahi. 	<ul style="list-style-type: none"> <input type="checkbox"/> Monitor flexible-working practices. 	<ul style="list-style-type: none"> <input type="checkbox"/> Monitor flexible-working practices.