



Gender Pay Gap – Agency Action Plans

Agency: Te Puni Kōkiri

<p>Gender Pay Gap Statistic Provide your agency’s overall gender pay gap as disclosed in the 2019 Human Resources Capability Survey.</p>	<p>4.9%</p>																												
<p>Drivers of the Pay Gap Outline your analysis of the major factors contributing to your agency’s pay gap, (e.g. occupational segregation, proportion of women in leadership roles, unexplained factors). Please provide supporting data where possible (e.g. gap by occupational group or age group, occupational proportions by gender).</p>	<p>All Staff</p> <table border="1" data-bbox="512 600 1436 801"> <thead> <tr> <th colspan="2">Male</th> <th colspan="2">Female</th> <th rowspan="2">Pay Gap</th> </tr> <tr> <th>Average Salary</th> <th>Headcount</th> <th>Average Salary</th> <th>Headcount</th> </tr> </thead> <tbody> <tr> <td>\$102,781</td> <td>139</td> <td>\$97,741</td> <td>270</td> <td>4.90%</td> </tr> </tbody> </table> <p>Permanent Staff</p> <table border="1" data-bbox="512 913 1436 1115"> <thead> <tr> <th colspan="2">Male</th> <th colspan="2">Female</th> <th rowspan="2">Pay Gap</th> </tr> <tr> <th>Average Salary</th> <th>Headcount</th> <th>Average Salary</th> <th>Headcount</th> </tr> </thead> <tbody> <tr> <td>\$101,665</td> <td>113</td> <td>\$98,177</td> <td>207</td> <td>3.43%</td> </tr> </tbody> </table>	Male		Female		Pay Gap	Average Salary	Headcount	Average Salary	Headcount	\$102,781	139	\$97,741	270	4.90%	Male		Female		Pay Gap	Average Salary	Headcount	Average Salary	Headcount	\$101,665	113	\$98,177	207	3.43%
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<p>Five-year Goal Based on your analysis, state your five-year goal towards closing your agency’s gender pay gap.</p>	<p>As our pay gap is small and not consistent across factors, our goal is to monitor and ensure that it remains at its current negligible level. We will continue to focus on the parity for new starts, as research shows that this is where inequities often start.</p> <p>We have also identified that there is a greater GPG for fixed term staff, where the recruitment process is not as robust. We will seek to remedy this part of the GPG.</p>																												
<p>12-Month Action Plan List the activities your agency will undertake over the next 12 months towards closing the gap.</p>	<p>We will continue to monitor and report on the gap and notify our Executive of any emerging trends, so that appropriate action can be taken. We report this data to our executive team quarterly.</p>																												

	Te Puni Kōkiri and the PSA have been working on a new remuneration structure that will remove much subjectivity from salary increases. This step-based design will, when implemented, further reduce the GPG.
<p>Other Information</p> <p>Provide any other information that may help the system respond to our commitment to closing the gender pay gap.</p>	

TPK is committed to achieving the following Gender Pay Principles:

- Freedom from bias and discrimination - Employment and pay practices are free from the effects of conscious and unconscious bias and assumptions based on gender.
- Transparency and accessibility - Employment and pay practices, pay rates and systems are transparent, information is readily accessible and understandable.
- 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.
- Sustainability - Interventions and solutions are collectively developed and agreed, sustainable and enduring.
- Participation and engagement - Employees, their unions and agencies work collaboratively to achieve mutually agreed outcomes.