

# Gender Pay Gap Action Plan

Ministry for Pacific Peoples

### ***Our vision***

A confident, thriving, healthy, resilient and prosperous Pacific Aotearoa.

### ***Our purpose***

We are the voice of the Pacific people in government and our voice comes from our communities.

### ***Our mission***

Enriching Aotearoa with thriving Pacific communities through policy advice, Pacific knowledge and expertise, innovation, partnerships and leadership, and communications and engagement.

### ***Our values***

Service is our calling and purpose.

Integrity and passion for our work are what we deliver.

Culture guides and connects us

## Background

The government has committed to eliminating the gender pay gap within the Public Service, and has made substantial progress so far. In 2018, Public Service agencies were asked to focus on the following actions and milestones:

1. Equal Pay
2. Flexible work by default
3. There is no bias or discrimination in remuneration systems and human resources practices
4. Gender balanced leadership

## Our Journey so Far

The gender pay gap action plan in February 2020 indicated that the gender pay gap was favourable to women in most salary bands in 2018. Efforts to eliminate the small gender pay gap through reviewing salaries and more awareness of gender pay principles allowed MPP to close the pay gap between women and men, therefore achieve government commitment. Analysis in 2020 showed no gender pay gap within MPP and 71% of leadership roles at tiers 2-3 were held by Pacific/Maori women. At this time there were 64 staff within MPP and included a highly diverse workforce with representation from 6 Pacific Island nationalities and Maori.

Addressing the [Gender Pay Principles](#) has allowed MPP to set objectives to increase awareness of bias and discrimination. We have made great progress from 2018 through to 2020 in achieving the milestones.

	MPP current state	ACHIEVED?
<b>Milestone 1: Equal Pay</b>		
<ul style="list-style-type: none"> <li>❖ By the end of 2019 two thirds of agencies will have closed any gender pay gaps within the same roles.</li> <li>❖ By the end of 2020 all agencies will have closed any gender pay gaps within the same roles.</li> <li>❖ Pay Equity Principles are used to address Pay Equity claims in the Public Service.</li> </ul>	<p>MPP has achieved these milestones and will continue to monitor the gender pay gap within the same roles in the coming years through annual analysis and addressing any discrepancies each year.</p>	<p>Milestone achieved</p> <p style="text-align: center;"></p>
OBJECTIVE	MPP current state	ACHIEVED?
<b>Milestone 2: Flexible work by default</b>		
<ul style="list-style-type: none"> <li>❖ By the end of 2019 at least 15 agencies will be piloting flexible-by-default approaches (ie. Treating all roles as flexible unless there is a good business reason for any role not to be).</li> <li>❖ By the end of 2020 all agencies will have trialled flexible by default practices and will have flexible by default policies and systems in place which are aligned with the flexible by default guidance.</li> </ul>	<p>MPP has been encouraging the flexible work by default approach to current staff and new staff by promoting this through induction sessions and ensuring managers are aware of this new way of working. This has been in practice since 2019.</p>	<p>Milestone achieved</p> <p style="text-align: center;"></p>

Milestone 3: There is no bias or discrimination in remuneration systems and HR practices		
<ul style="list-style-type: none"> <li>❖ By the end of 2018 there will be no gender pay gaps in starting salaries for the same roles.</li> <li>❖ By the end of 2020, agencies will:               <ul style="list-style-type: none"> <li>• <i>have engaged with Taskforce guidance</i></li> <li>• <i>have a plan and target date for completing their review of HR policies and practices</i></li> <li>• <i>ensure all managers have completed bias training</i></li> <li>• <i>have a plan in place to provide all relevant staff with bias training on an ongoing basis</i></li> </ul> </li> </ul>	<p>MPP has been reviewing starting salaries for same roles since 2019 and has removed gender pay gaps identified through the Job Evaluation process in 2019.</p> <p>MPP has engaged with taskforce guidance and has reviewed HR policies and practices in 2020. A further review of HR policies and practices is to be undertaken and is part of the action plan. All managers have completed bias training and this training has and will continue to be rolled out to the rest of staff.</p>	<p>Milestone achieved but annual review required to ensure gender pay gaps are eliminated and HR policies and practices are updated.</p> <p style="text-align: center;"></p>
Milestone 3: Gender balanced leadership		
<ul style="list-style-type: none"> <li>❖ By the end of 2019 women will hold at least 50% of the roles in the Public Service's top three tiers of leadership.</li> <li>❖ By the end of 2019 all agencies will set a target date and plan for achieving gender balance in their own top leadership positions</li> </ul>	<p>MPP has achieved this milestone each year as women have always held over 50% of leadership roles within the ministry. We will continue to ensure this target is met each year.</p>	<p>Milestone achieved</p> <p style="text-align: center;"></p>

## MPP's current gender pay gap

### Median salaries MPP



\$103,700      \$112,500

Calculation of the organisation-wide median FTE salaries for females and males gives a view of MPP's overall gender pay gap in terms of dollar values.

### GPG at MPP = 7.82%

GPG Median calculation of the organisation-wide Gender Pay Gap is based on median salaries and includes permanent and fixed term employees and is calculated on full time equivalent salaries.

The GPG for MPP has increased since last results. One main reason for this is due to a vast growth in staff numbers from 64 in 2020 to 123 staff in 2021.

### Mean salaries MPP



\$107,802      \$123,408

Calculation of the organisation-wide mean/average FTE salaries for females and males gives a view of MPP's overall gender pay gap based on average salaries.

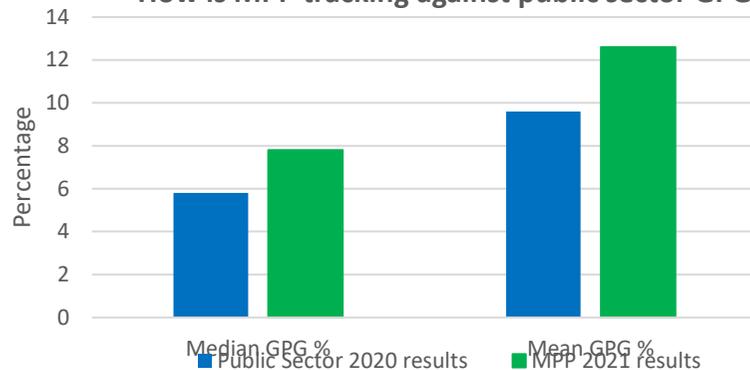
### GPG at MPP = 12.64%

GPG Mean/Average calculation of the organisation-wide Gender Pay Gap is based on mean/average salaries and includes permanent and fixed term employees and is calculated on full time equivalent salaries.

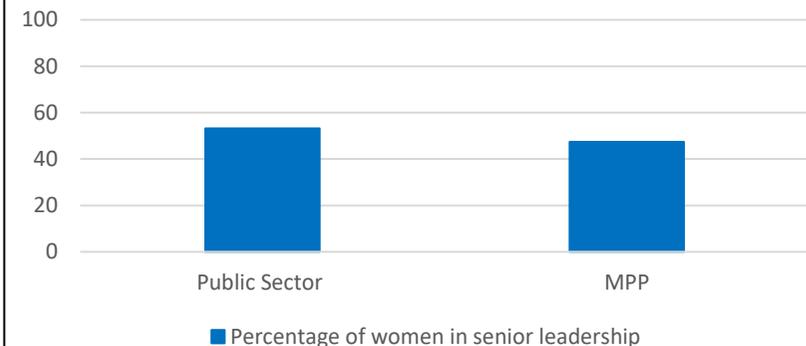
### Gender balanced leadership

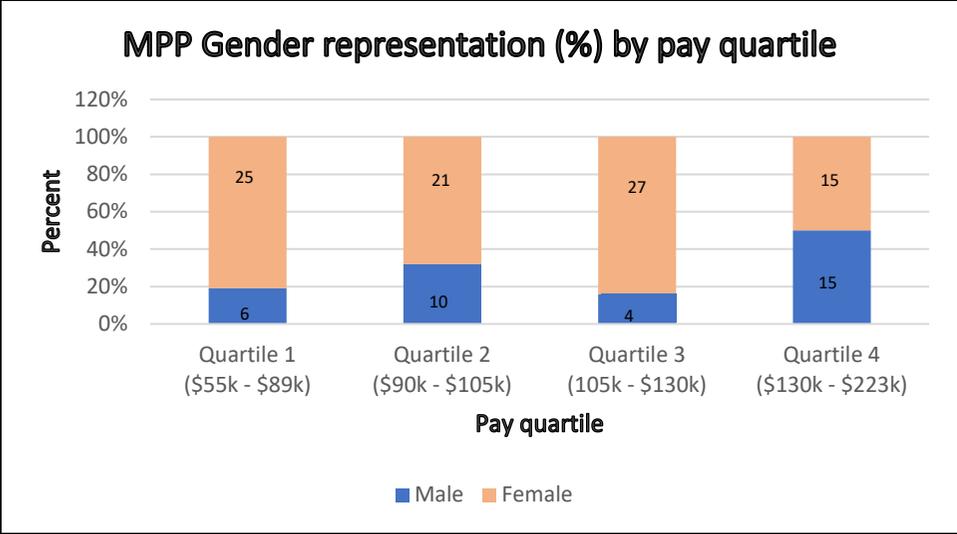
MPP Senior leadership includes 47.4% of women. MPP has consistently reached milestone 4 of Gender balanced leadership.

### How is MPP tracking against public sector GPG

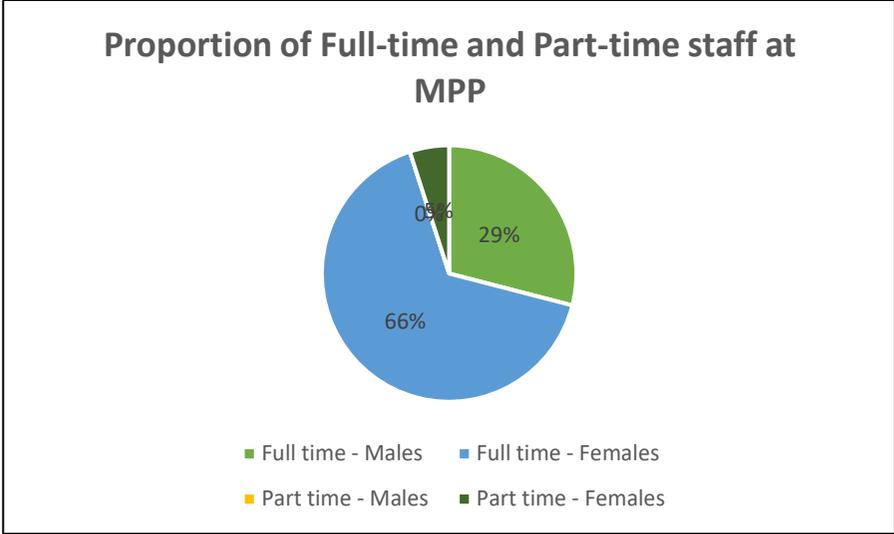


### Percentage of women in senior leadership

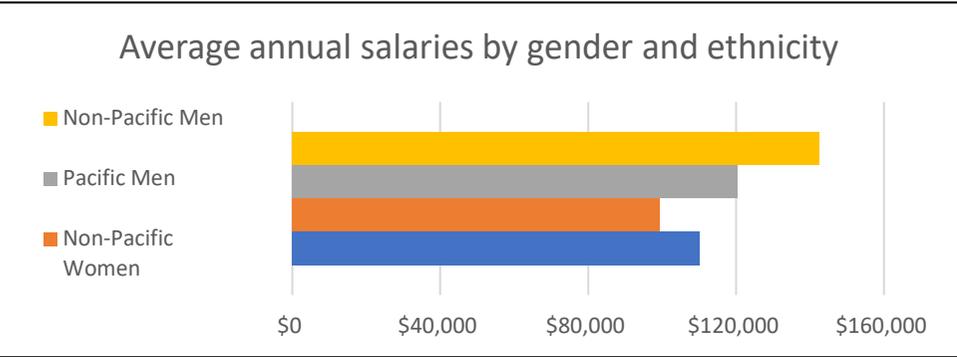




This chart shows the gender representation in each quartile or pay scale. Women represent more than 60% in quartiles 1 to 3. The highest paying quartile is evenly represented by both male and female. The larger concentration of women in quartiles 1-3 compared to males who have a higher representation in quartile 4 is another key driver to MPP's gender pay gap.



Females make up the majority of MPP's workforce at 70%. The chart above provides the proportion of female and male in full time and part time positions. All males within MPP work full time. There is a 5% of women who work part time. These two drivers contribute to MPP's gender pay gap.



This graph shows that on average non pacific and pacific men are paid more than both non-pacific and pacific women. Non-pacific women have the lowest average salaries however this could be because the majority of non-pacific women are represented in quartiles 1 & 2.

**GPG for women of different ethnicities at MPP is 11.38%**  
 This gender pay gap is indicative only. Analysing this data involves comparing groups of varying unequal sizes which can cause volatile results over time.

## MPP's focus for this year

As mentioned earlier MPP has made great progress in terms of achieving the milestones and reducing the gender pay gap. MPP is a relatively small ministry with less than 130 employees and this can fluctuate as employees come and go from the ministry. Aside from the size of our ministry, the key drivers for the gender pay gap at MPP are:

- Occupational segregation
  - While 70% of the ministry is female and 47% of our leadership tiers are women, 75% of females are in lower pay grades than males.
  
- More females in MPP workforce with 5% of those working part time.

The focus areas for MPP are noted below. These actions will be monitored throughout the year to ensure we are staying on top of our plan.

Actions to be taken	When will this be completed?	Gender Pay Principle
Remedy any pay inequities found in Gender Pay Gap analysis to close the like-for-like gender pay gaps.	To be completed by end of December 2021.	Sustainability
Create more awareness of the Gender Pay Gap Action Plan to all staff and continue to educate employees, new employees (through induction and intranet) as well as people leaders/managers about the purpose and approach we as a ministry are taking to address the gender pay gap.	GPG Action Plan to be added to intranet and MPP website by January 2022. Awareness through induction to be begin in February 2022 and remain ongoing.	Transparency and Accessibility Participation and Engagement
Build our capability to capture better data throughout the year to monitor and review gender pay gap annually.	This will be an ongoing process	Sustainability
Review HR policies such as flexible Working Policy, Leave Policy, Parental Leave to ensure we are keeping up with relevant changes to legislation and PSC guidance.	To be completed by June 2022	Sustainability

Work closer with the Public Service Association to achieve sustainable outcomes of cultural change and create a high trust environment.	This will be an ongoing process. Regular meetings each month.	Relationship between paid and unpaid work Participation and Engagement
Conduct a Job Evaluation/Job Sizing review to enable MPP to understand internal relativities and compare similar sized jobs.	To be completed by March 2022	Transparency and Accessibility

Reference

[Report-2020-Workforce-Data-Gender-Pay-Gap-results-2020-0163.pdf \(publicservice.govt.nz\)](#)

[The-Gender-Pay-Gap-Action-Plan.pdf \(publicservice.govt.nz\)](#)

