

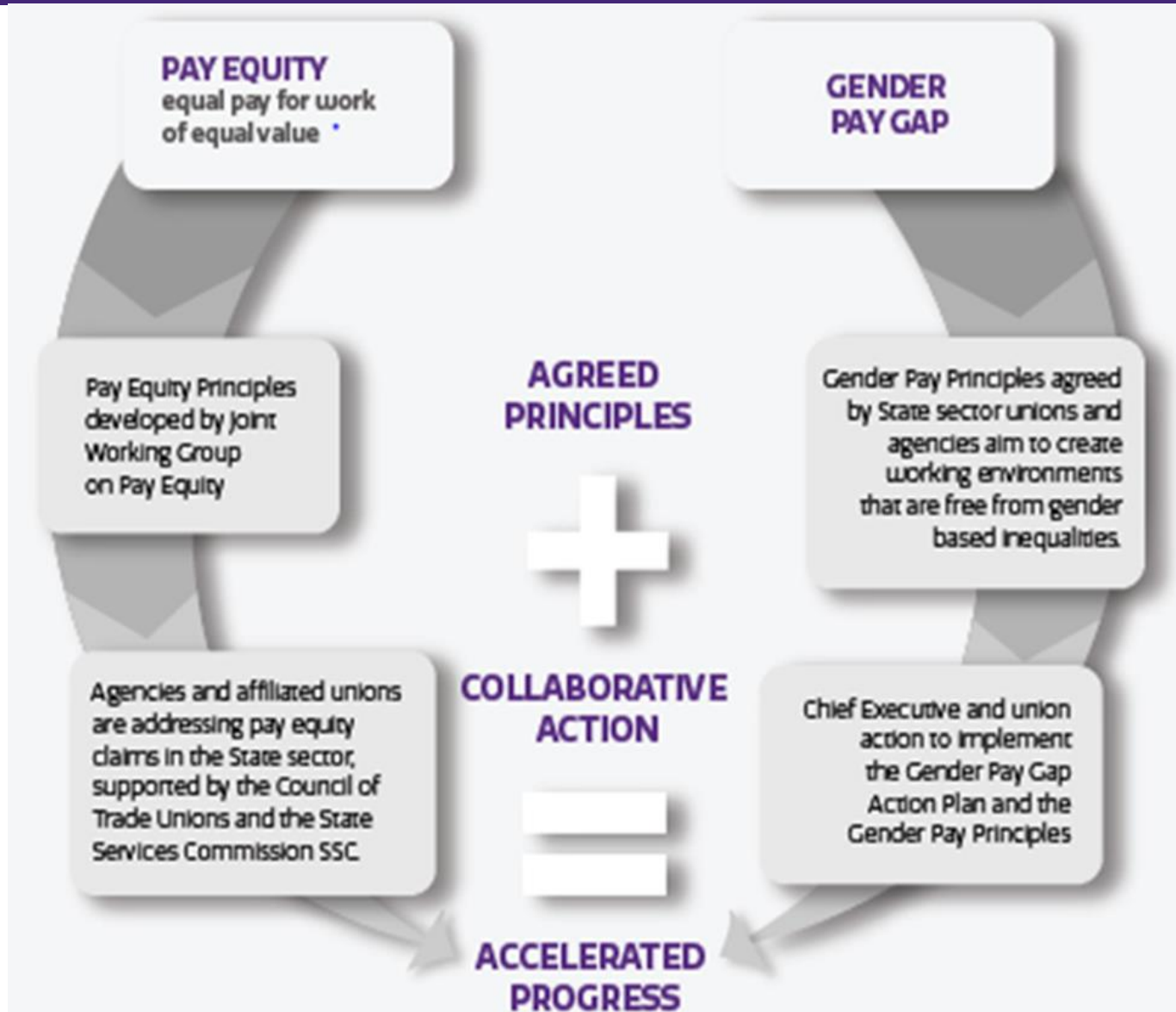
STATE SERVICES COMMISSION  
TE KAWA MATAAHI



ministry for  
**Women**  
minitanga mō ngā  
Wāhine 

# Gender Pay Gap and Pay Equity Taskforce Update

# The gender pay picture



# Gender Pay Gap Action Plan

## EQUAL PAY FOR THE SAME WORK

By the end of 2020 agencies will have closed any GPGs within the same roles (2/3 agencies should have achieved this by end of 2019)

## FLEXIBLE WORK BY DEFAULT

By the end of 2020 all agencies will be flexible-by-default unless there is a good business reason for any role not to be

## NO BIAS OR DISCRIMINATION

By end of 2018 there will be no GPGs in starting salaries for the same roles  
By mid-2020 all agencies will have remuneration systems and human resource practices designed to remove bias and ensure transparency

## GENDER BALANCED LEADERSHIP

By end of 2019 women will hold at least 50 percent of roles in top three tiers of leadership  
By end of 2019 agencies will set a target date for achieving gender balance in their own top leadership positions

# How is the Public Service tracking so far?

**All CEs committed**  
to close gender pay gaps

**48.8% of women**  
hold top 3 leadership tier positions

**All 33 agencies**  
working to individual agency  
action plans

**15 agencies**  
achieved gender balance in top  
3 leadership tiers

**53%**  
of 33 CE roles  
held by women

**12 agencies**  
joined the flexible work pilot

**More women**  
now lead some of largest agencies

**1/3 of agencies**  
report no, or very small, gender pay  
gaps in starting salaries

**2 pay equity claims**  
settled using the Pay Equity Principles

Taskforce, in collaboration with unions, continues to  
**develop and release guidance**  
**to support agencies**  
for closing gender pay gaps, and removing gender  
and other bias from HR policies and practices

**Further 1/3**  
plan to introduce systems ensuring  
gender not a factor in starting salaries

# Proposed follow-up on agency action plans

**Understanding capability needs from action plans**  
**Tailoring a range of responses based on need**

## **Feedback on plans**

To individual agencies

SLT or HR teams,  
others

## **Education**

Workshops on key  
themes

Release of guidance

Online hub: resources  
and interaction

## **Support and knowledge sharing**

Online hub

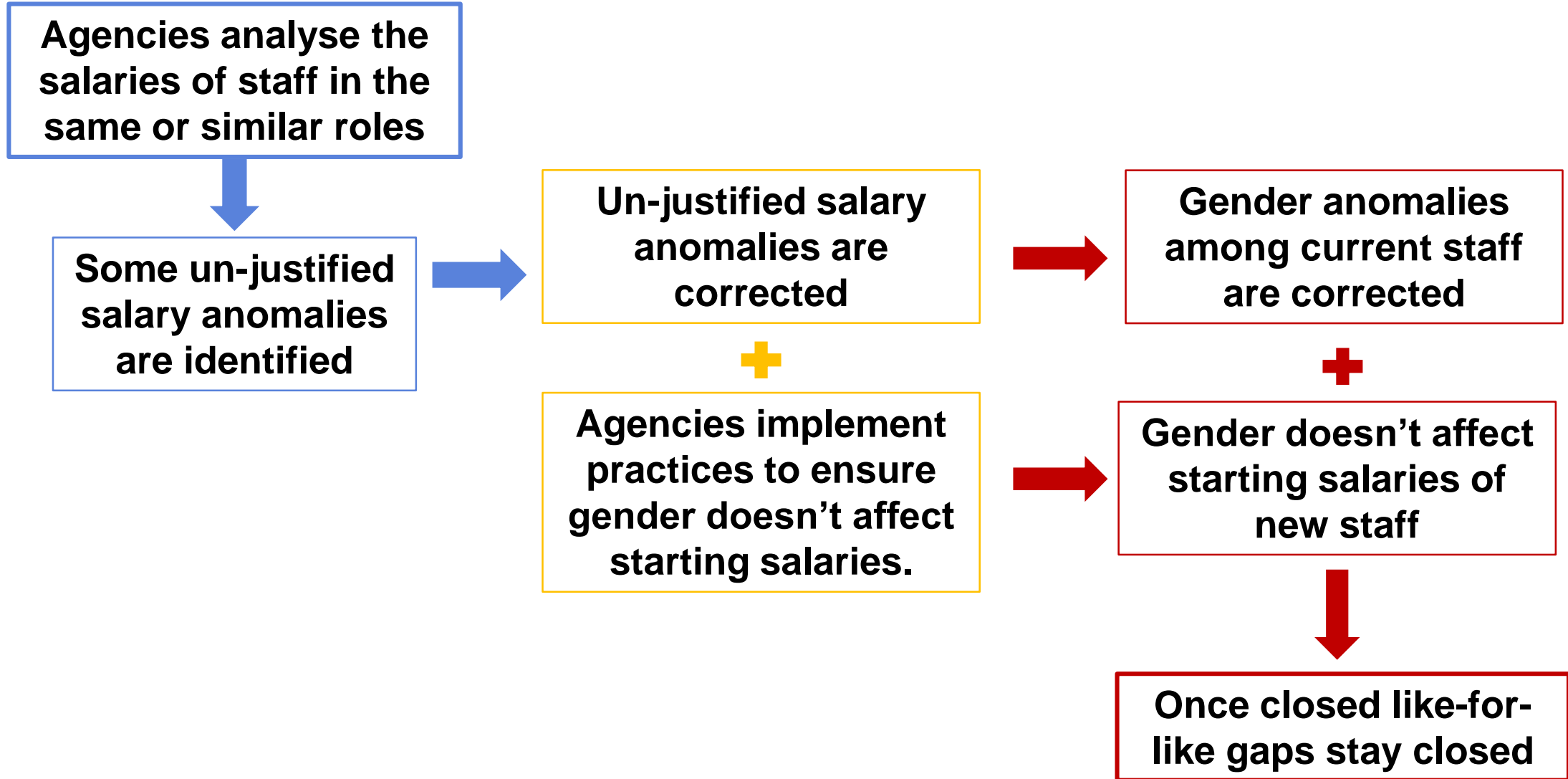
Practitioners network

Agencies partnering on  
specific issues

# Equal pay milestone

- Two thirds of agencies will have closed any gaps in the same or similar roles by the end of 2019
- All agencies will have closed any gaps in the same or similar roles by the end of 2020

# Gaps in the same or similar roles



# No bias or discrimination in remuneration systems and human resources practices

- Milestone - by mid 2020
- Guidance on removing bias from human resources practices and processes – in draft



## More guidance to come

- Flexible work
- Removing bias from remuneration systems
- Career development and pathways
- Career breaks and leave

A photograph of a row of trees in a park, with the text "Your questions?" overlaid in white. The trees are in the foreground and middle ground, and the background is a bright, overexposed area. The text is centered horizontally and vertically.

Your questions?