

HUD Pay Gap Action Plan

Eliminating the gender pay gap is a priority for the Government, Public Service chief executives and leaders.

Te Tūāpapa Kura Kāinga is committed to building an inclusive and diverse organisation, where our people feel part of a thriving community centered around HUD whanau. **Our people are the most important part of our organisation. We want them all to feel they are treated equally and valued for the work they do.** Since our establishment in 2018, we have progressively reduced our gender pay gap, and this year, we extended our pay gap analysis and action planning to include ethnic pay gaps.

We are committed to not only addressing but reducing our pay gaps over time through improvements to our people systems and how we work. Our action plan focuses on making a difference and continuing progress towards reducing any pay gaps that currently exist.

The **Gender Pay Gap Action Plan** sets out actions and targets that will help close pay gaps in the Public Service with a focus on: Flexible work by default, Gender balanced leadership, Equal pay, and No bias or discrimination in remuneration systems or human resources practices.

Te Tūāpapa Kura Kāinga's **Gender and Ethnic Pay Gap Report** provides a comprehensive analysis to our gender and ethnic pay gaps and action plan.

Gender and ethnic pay gap data

February 2020

9.97%

A key driver of the gap for HUD was the employment terms and conditions we inherited from MBIE, MSD and Treasury when we were formed.

June 2021

9.67%

A big driver of this gap is vertical segregation more (more women in lower-paid roles), which is common across the NZ workforce. We have mainly closed gaps for same roles.

Māori pay gap June 2021

1.27%

Compared with Public Service average of 9.3% in 2020

Pacific People pay gap June 2021

15.41%

Compared with Public Service average of 19.5% in 2020

Asian pay gap June 2021

16.95%

Compared with Public Service average of 12.8% in 2020

Key milestones since Feb 2020

- Implemented flexible working approach which meets the needs of 74% of our people, according to pulse survey
- Gender pay gaps mainly closed for 'same roles'
- Launched 'bias awareness' training programme
- Reviewed internal policies and recruitment processes for bias and gender neutrality
- Developed a new remuneration framework

3 key levers to continue to close our pay gaps

We will continue to challenge the status quo and embrace all types of diversity across our organisation. Our 2021/22 pay gap action plan focuses on leveraging significant work already underway:

- Our **new remuneration framework** will ensure fairness and consistency in pay for the majority of our people.
- Our **Kia renarena work** explores our role in the system, our ways of working, structures and roles.
- Our **'Enabling Organisation Support Services'** (incl Human Resources Information System) will give us tools and insights to make more consistent people decisions.

Action plan

Jul – Dec 2021

- Implement the new remuneration framework
- Commence quarterly GPG and EPG reporting to SLT
- Expand opportunities to grow cultural competence and bias awareness at HUD
- Investigate potential inequities in our Pacific Peoples and Asian pay gap data.

Jan – Jun 2022

- Reshape approach for attracting and retaining diverse talent, with a focus on building Māori capability, and embracing diversity across all roles at all levels
- New roles and structures are free from bias
- Improve recording and reporting of demographic information and formal flexible working arrangements
- Provide clear career pathways for our people e.g. role clarity, progressions between roles, development.

Jul 2022 + on-going

- Inclusion and Diversity approach endorsed by SLT and published
- Maintain gender balance in leadership
- Improve procurement and commercial arrangements.