

Kia Toipoto | Pay equity plan

About Kia Toipoto

Kia Toipoto is a plan of action for the public service to help close pay gaps across the public service. Kia Toipoto comes from the saying "Waiho I te tiopoto, kaua I te toiroa - Let us be united, not wide part".

The Electricity Authority Te Mana Hiko is committed to the Kia Toipoto *Public Service Gender, Māori, Pacific, and Ethnic Pay Gaps Action Plan 2021-24*. This plan describes the actions we have taken and initiatives we have in place to improve workplace equity, close gender and ethnic pay gaps and support the aims of Kia Toipoto. We will engage and consult with our employees during 2023, and their views and experiences will help inform our Kia Toipoto action plan.

The Kia Toipoto Public Service Pay Gap Action Plan 2021-24 has 3 goals:

- to make substantial progress towards closing gender, Māori, Pacific and ethnic pay gaps.
- to accelerate progress of wāhine Māori, Pacific women and women from ethnic communities.
- to create fairer workplaces for all, including tangata whaikaha Māori, disabled people and members of rainbow communities.

About the Electricity Authority Te Mana Hiko

We are a small independent Crown Entity comprising of around 100 staff. Our main statutory objective is to promote competition in, reliable supply by, and the efficient operation of, the New Zealand electricity industry for the long-term benefit of consumers. We also have an additional objective protect the interests of domestic and small business consumers in relation to the supply of electricity to those consumers.

Kia Toipoto guidance requires at least 20 employees in each comparative group to publish statistically robust pay gaps, while also protecting the privacy of employees. This means that we are unable to publish pay gap data for ethnic groups or provide a detailed analysis for gender gaps within bands, while meeting privacy obligations. We can report that we have significantly reduced overall gender pay gap in recent years from 33% in June 2019 to 18% as of February 2023. We can provide information on past and planned initiatives that support the objectives of Kia Toipoto.

This is our first pay equity plan. We will monitor progress against the six Kia Toipoto focus areas and report on our performance in our next report.

Our teams cover a range of disciplines. Many roles require specific industry and/or technical knowledge (such as engineering), while others reflect roles found across multiple organisations (for example, Finance, Human Resources and Communications). We are progressing diversity, gender and ethnicity initiatives, but in some cases we face a limited talent pool, particularly for more technical and specialist roles.

About our people

All staff are employed on individual employment agreements. We have no collective agreement in place with any union.

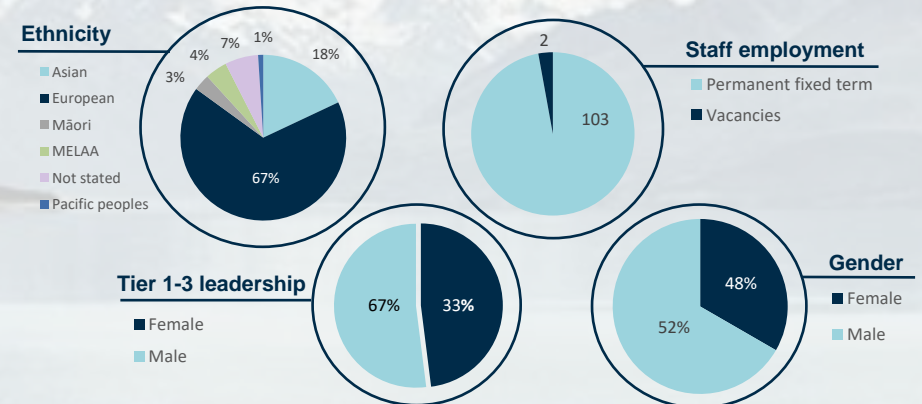
Gender split across our remuneration bands show the following representation in percentages for all staff. Bottom third of bands 21% women v 6% men. Middle third 19% women and 26% men. Top third 8% women and 20% men which includes senior leadership. Note, we have clustered these into thirds due to not having a minimum of 20 men and 20 women in each band. This split reflects in average salaries, which as of 1 April 2023, was for women \$114,289 and men \$142,740, while the median salary for women was \$104,250 and for men, \$142,412.

We have a female Chief Executive, and our current Board comprises 3 females and 3 males. People leaders completed rainbow awareness training in April 2023, and this training is being rolled out to all staff. Participation in this training is part of our journey to join the Pride Pledge.

We hold events and activities to give staff the opportunity to engage with others across the organisation to build a culture that is inclusive and connected. Activities include celebrating Te Wiki o te Reo Māori / Māori language week, mental health awareness week, fitness February, shake out, mindfulness March, loud shirt day, daffodil day, Movember, pink shirt day, staff cultural lunches and the random acts of kindness day.

Our data

Data used for this report is taken as of 29 March 2023. The Electricity Authority employs 105 staff which at that time shows we have the following:



Our vision and values support Kia Toipoto

Our values and behaviours provide the how – who we are, what we stand for and how we work. We engaged with staff in an interactive process to refresh our values. A new set of 12 behaviours were also agreed and these underpin how we work. We continue to implement initiatives to embed these behaviours across the organisation and further develop our capability to support the five key strategic capabilities.

- listening and empathy
- purposeful connection
- inspired culture
- transformative mindset
- impactful delivery

Te Pono – Transparency

Staff have access to HR Policies, Procedures and Remuneration Bands on the intranet. Policies and procedures are reviewed on a schedule to ensure they are compliant with legislation and reflect the culture and values of the organisation. This Kia Toipoto plan will be published on our website.

Annual surveys provide staff with the opportunity to give their views on a range of topics related to working with us. Follow up actions from suggestions are communicated back to staff.

Te whai kanoi i ngā taumata katoa- Leadership and representation

Our gender balance between females and males is fairly even. Being a small organisation, the percentages are volatile to greater movement as staff change. The introduction of a recruitment specialist role has enhanced our capacity to focus on talent attraction strategies that will reach a wider audience, and one that is more representative of the population of New Zealand.

Our recruitment policy was reviewed in 2023.

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

We introduced a new People Policy in 2023 which supports our work to build a positive culture and foster an inclusive and safe working environment where employees are valued and treated with respect.

We use resources as a member of Diversity Works to provide guidance around eliminating all facets of unconscious/conscious bias. It develops and updates recruitment and selection processes to ensure that candidates are assessed on merit, against the key requirements of each role – both internal and external.

Te taunoa o te Mahi Pīngore - Flexible working by default

All staff have the ability to work from home for part of the week.

New Flexible working guidelines are in development and are due for publication in the first half of 2023.

Ngā Hua Tōkeke mō te Utu - Equitable pay outcomes

People and Capability guide hiring managers on appropriate and equitable remuneration levels at offer stage during the recruitment process. Pay gaps are reviewed across the organisation on an annual basis and we look at individual roles throughout the year as they arise.

We are developing more robust guidance around higher and special duties allowances and will be monitoring the implementation of these. We conducted a deeper dive into gender pay equity in May 2022. This included a review of bands, job groups, qualifications, and experience, to determine further opportunities for improvement.

Te Whakawhanaketanga i te Aramahi - Effective career and leadership development

We have introduced a new leadership programme. This year we will be conducting a talent mapping exercise to identify strengths, gaps and opportunities for development. We review and implement strategies to attract and retain the right talent on a regular basis to support the success of our organisation. In 2022/23, we have been focussing on several initiatives including:

- providing opportunities for internal promotions
- progression and succession planning
- opportunities for stretch assignments, mentoring and formal training for groups and individuals.
- ensuring there are feedback and engagement opportunities for all employees.

We are exploring opportunities for inter-agency secondments to enable a greater diversity of talent to work at the Authority and provide opportunities for our staff to gain experience in other organisations.