

# 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.