

Good Employer Report 2017

RNZ continues to be a good employer with significant ongoing focus on Equal Opportunities, Health, Wellbeing and Dignity at work. We continue to review and improve our programmes and policies to help ensure fair treatment of all staff.

Good Employer Report 2017 Element	Radio New Zealand activity
Leadership, Accountability and Culture	Ongoing development of a Learning and Development framework which supports and promotes the involvement of all employees. It acknowledges cultural and ethnic diversity while supporting business needs.
Recruitment, Selection and Induction	Ongoing collection of information relating to Equal Employment Opportunities. Focus continues on identifying potential improvements to data capture and analysis. Analysis of recruitment and selection processes to identify Equal Employment Opportunities and diversity trends.
Employee Development, Promotion and Exit	Continued use of traineeships where possible to strengthen ethnic diversity. Internal rotation and career development opportunities identified, advertised and filled internally. Exit surveys routinely distributed, personal interviews held on request.
Flexibility of Work Practices and Design	Consider work practices that support balancing work and personal commitments Continue to evaluate all requests for flexible working conditions on a case-by-case basis. Equal Employment Opportunities and diversity competencies included in performance assessments and job descriptions.
Remuneration, Recognition and Conditions	Ongoing development of a fair and transparent remuneration system, which aligns with remuneration and benefits applying elsewhere in the industry, subject to baseline funding.
Harassment and Bullying Prevention	Review and improve policy around harassment and bullying prevention. Promote and require respectful communication and relationships. Continued promotion of a confidential external Employee Assistance Programme.
Safe and Healthy Environment	Providing access to Health and Safety professional services in the workplace. Early identification and immediacy of action of Occupational Health and Safety issues.

Radio New Zealand Workforce Profile as at 30 June 2017

Staff Numbers

Headcount	274
Full-time Equivalent	254

Gender

Female	49%
Male	51%

Gender Pay Gap 6%

Median FTE Fixed remuneration

Note: Data gathered during the year shows that, across the whole organisation, RNZ's female median remuneration is 6% less than male. The only material difference occurs in the higher level positions; due to fewer women being in those roles. A working group has met throughout this year and their research and recommendations were submitted in September for consideration.

Age Profile

Under 20	0%
20-29	12.6%
30-39	20.2%
40-49	23.8%
50-59	28.2%
60-69	13.4%
70+	1.8%

Ethnicity

RNZ does not currently report on ethnicity due to only 58% employees having recorded ethnic background. We consider any results would lack validity due to the large margin of error.

We are adopting a kiosk approach to recording personal details and will seek increased recording of ethnicity from employees, with the aim of having a better sample size by the end of the 2017/2018 financial year.