

Kia Toipoto Pay Gap Action Plan

2023



RNZ

TE REO
IRIRANGI
O AOTEAROA

About Us

RNZ is Aoteroa's independent public service multimedia organisation delivering commercial free news and entertainment on a number of platforms. As a nationwide broadcaster, it's important that we represent the people we broadcast to.

To help with attracting and retaining employees from Aotearoa's diverse society, we aim to be transparent and active in reducing our gender and ethnicity pay gaps.

The purpose of this document is to summarise the diversity and inclusion actions implemented by RNZ in the context of Kia Toipoto – the public service pay gaps action plan.

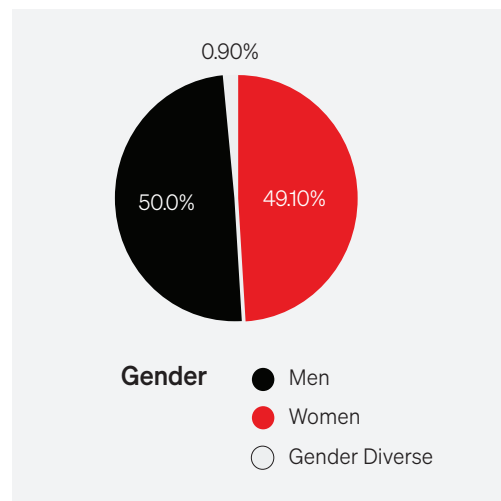
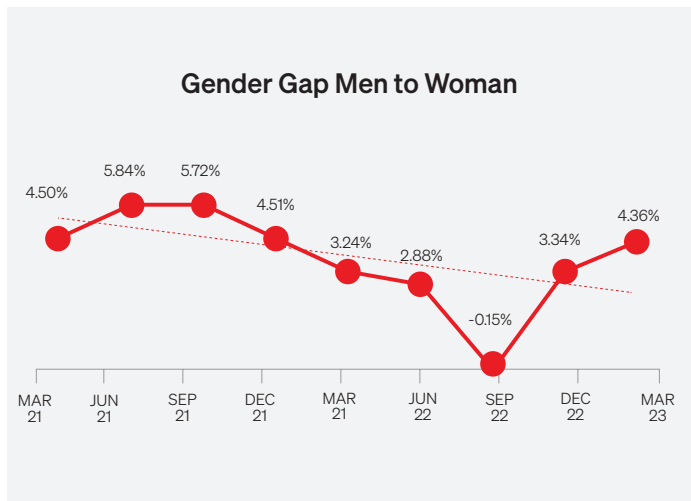
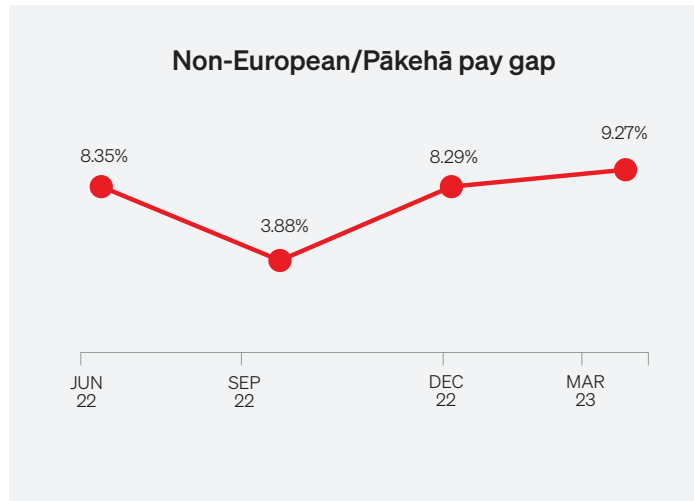
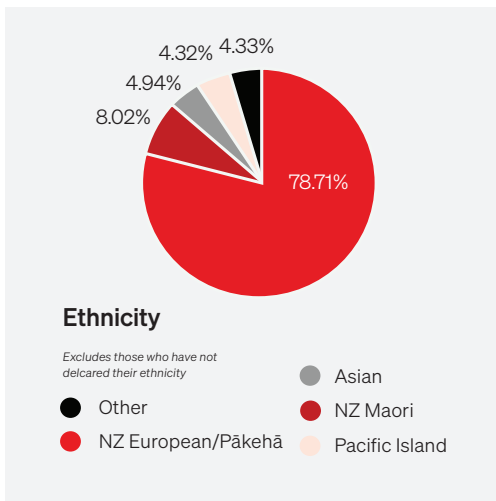
Our Approach

RNZ has developed a belonging & inclusion strategy that overlaps with Kia Toipoto focus areas. We regularly survey employees on their engagement and experiences while working at RNZ. Remuneration and demographic analysis is completed and reported on a quarterly basis.

Key Insights

- As at end of March 2023 we had 316 permanent and fixed term employees. We are a relatively small entity, small changes in our numbers can have big effects.
- Most of our ethnic groups have fewer than 20 employees. The group sizes fall under the threshold of the available workforce percentages (StatsNZ labour force survey). We feel it is important to monitor the pay gaps for these groups separately.
- As at end of March 2023 the median wage gap between NZ European/Pākehā to all other groups was 9.27% against a target of 10%. For 2023-24 a new target of <5% has been set.
 - The gap for all groups to Māori was 3.6%, all groups to Pacific Islanders was 14.6%, all groups to Asians was 6.3%
 - The data is not robust enough to provide a gender and ethnicity breakdown together
- As at end of March 2023 the median wage gap between men and women was 4.36%. The trend is downwards using data back to 2017 from 7.6%. Our target is +/-2% and in Q1 2022 we reported a reverse gap for the first time (-0.15%).

Our People — End of March 2023



316
STAFF

44.4
YEARS

RNZ has 316 permanent and fixed term employees with an average age of 44.4 years

*All data is at 31 March 2023.
Gaps are based on median total remuneration (FTE salary + Super + set benefits)*

Focus Areas & Milestones

Focus Area 01

Te Pono – Transparency

Agencies and entities publish annual action plans based on gender and ethnicity data and union/employee feedback. Agencies and entities ensure easy access to HR and remuneration policies, including salary bands.

Current state

- HR policies, remuneration policies and pay bands are accessible on RNZ's internal intranet
- Quarterly report to board, executive and our people about gender and ethnicity pay gaps
- Publish gender and ethnicity pay gaps externally in our annual report and on mindthegap.nz
- Data collection has been expanded and aligns with StatsNZ classification for gender identity and ethnicity

What we will do in the coming year

- Continue to report on and monitor and pay and ethnicity data and pay gaps

Focus Area 02

Ngā Hua Tōkeke mō te Utu – Equitable Pay outcomes

Entities ensure that starting salaries and salaries for the same or similar roles are not influenced by bias. Agencies monitor starting salaries and salaries for the same or similar roles to ensure gender and ethnic pay gaps do not reopen. Pay equity processes are used to address claims and reduce impact of occupational segregation.

Current state

- Ensure recent job sizing activity has happened and carry out job sizing for all new roles
- Complete relativity checks between the same or similar roles before making an offer
- Always pay the living wage for interns and graduate programme positions
- Starting salaries for journalist and producer roles is always above \$55,000
- Review people's starting salary in broad banded positions six-months after they've joined us
- Review and make decisions about RNZ remuneration against Public Sector and All Organisations market data annually

- Review gender and ethnicity data quarterly and take appropriate action i.e., fix anomalies, adapt policy and practice
- Guides and e-learning modules are available for people to build their understanding about our approach to remuneration and how their pay is determined and managed

What we will do in the coming year

- Adopt and embed Korn Ferry remuneration methodology and market data

How will success be measured

- Gender pay gap +/- 2%
- Ethnic pay gap <5%

Focus Area 03

Te whai kanohi i ngā taumata katoa – Leadership and representation

By 30 April 2023 agencies and entities have plans and targets to improve gender and ethnic representation in their workforce and leadership. By the end of 2024 the Public Service workforce and leadership are substantially more representative of society.

Current state

- Re-advertise roles where we are unable to shortlist a diverse candidate pool first time around
- Monitor recruitment data and make decisions on who's applying and who's not
- Inclusive language in our advertisements by using a tool to reduce bias
- Encourage managers to build diverse networks and promote opportunities in their teams through targeted campaigns where it is critical to the role
- Establish relationships with education providers and industry organisation to support a diverse talent pipeline. This includes the continuation of our Māori internship programme
- Continue to build our inclusive culture through our belonging and inclusion group and other critical HR interventions (exit and new starter surveys, flexible working etc)

What we will do in the coming year

- Support our current informal networks to be active (including rainbow communities, wāhine at RNZ and Pasfika kaimahi)
- Review our recruitment data to produce action plans and to further reduce bias in our recruitment practices

How will success be measured

- Gender representation in leadership targets 49.5/49.5/1 people who identify as man or woman or gender diverse
- Refreshed intranet presence for informal network
- Increased representation of Māori and pasifika in leadership roles
- Advertise 2x Māori Intern roles

Focus Area 04

Te Whakawhanaketanga i te Aramahi – Effective career and leadership development

By mid 2023 agencies and entities have career pathways and equitable progressions opportunities that support women, Māori, Pacific and ethnic employees to achieve their career aspirations.

Current state

- The RNZ Leadership Expectations set out that our leaders are expected to foster and champion inclusion and belonging
- RNZ leadership programme is open to all kaimahi
- RNZ's Tumu Māori sits on our executive and we have recently hired a cultural advisor to continue to strengthen our work on our rautaki māori.
- Review gender and ethnicity data quarterly and take appropriate action i.e., fix anomalies, adapt policy and practice
- Guides and e-learns are available for people to build their understanding about our approach to remuneration and how their pay is determined and managed

What we will do in the coming year

- Develop a leadership programme and pathways for diverse talent
- Incorporate inclusive leadership into our leadership development strategy
- All employees have an Individual Development Plan and One-on-One conversations with their manager at least four times a year

How will success be measured

- 20 kaimahi have attended our diverse talent programme

Focus Area 05

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

By the end of 2023 entities have remuneration and HR systems, policies and practices designed to remove all forms of bias and discrimination. Agencies embed and monitor the impact of bias-free HR and remuneration policies and practices. Agencies and entities ensure leaders and employees learn about and demonstrate cultural competence.

Current state

- Report on gender and ethnicities that are applying for roles at RNZ
- Check job ads, application forms for inclusive and non-biased language
- Critical diversity and inclusion training such as rainbow awareness and unconscious bias
- Continuing to strengthen our cultural competency through Te Tiriti training and upskilling in te reo
- New leaders have coaching with People team Business Partners about inclusive leadership at RNZ
- Review performance and remuneration recommendations to check for gender and ethnicity bias and take appropriate action where required

What we will do in the coming year

- All employees complete the RNZ policies e-learn which includes information about discrimination, harassment and bullying
- Implement a new performance system to enable reporting about demographics for our performance ratings

How will success be measured

- 70% of kaimahi have attended Te Tiriti and Rainbow Awareness Training
- 50% of kaimahi have received te reo māori training

Focus Area 06

Te Taunoa o te Mahi Pīngore – Flexible-work-by-default

By the end of 2024 agencies and entities offer equitable access to flexible-by-default working and ensure it does not undermine career progression or pay

Current state

- Support our leaders to provide flexible work practices to kaimahi (the nature of RNZ's work means that people work rosters and shifts in some instances. Therefore, flexible work looks different for different roles)
- Support work life balance including work from home where possible
- Managed sick leave over and above the legislated 10 days.
- 10 days gender affirmation leave

- Parental leave is over and above standard legislation
- Guidelines, e-learnings and people team support for people leaders managing hybrid and flexible teams

What we will do in the coming year

- Review our parental leave policy
- Continue to communicate our flexible work approach to ensure our people understand what's available to them