

8 April 2020



Thank you for your email of 4 March 2020 to Kāinga Ora requesting the following information under the Official Information Act 1982:

“A gender breakdown of the 10 highest-remunerated staff employed at your organisation as at December 21, 2019, and the percentage different in average pay between genders of this subset.”

Kāinga Ora’s top ten earners include one woman and nine men. The percentage difference in the average salaries between men and women is 6.6 percent in favour of men within this subset of staff.

Please note that care should be taken to the interpretation of this data. This calculation does not use the same methodology as for measuring gender pay gaps by Stats NZ. We have also excluded the Chief Executive of Kāinga Ora as he is employed by the State Services Commission.

In July 2018 the Gender Pay Gap 2018 – 2020 Action Plan was launched by the Minister for State Services and Minister for Women. In late August 2018, Kāinga Ora’s (formerly Housing New Zealand) Executive Team endorsed its Gender Pay Gap Action Plan 2018/19. We continue to work on planning, implementing and monitoring our Action Plan initiatives and have made a significant impact on our gender profile at the senior levels of the organisation. Our objectives include:

- reduced ethnic/gender pay gaps
- active flex-by-default work policies
- removal of barriers for men and women wanting to take leave for care of dependants
- gender-neutral recruitment and talent management
- unconscious bias training
- better opportunities for career progression for part-time workers.

We have already made advances in promoting equal employment opportunities including minimising any differences to employee entitlements while on parental leave; increasing meaningful reporting on diversity data; and separating remuneration from performance. All of these are key enablers of a more diverse and inclusive working environment.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or Freephone 0800 802 602.

Yours sincerely

A handwritten signature in blue ink that reads "Rachel Kelly". The signature is written in a cursive style.

Rachel Kelly
Manager Government Relations