



Fire and Emergency NZ's Gender and Ethnic Pay Gaps

We are committed to continuing to build an inclusive organisation that helps our people, and communities to thrive – Whanaungatanga (We are better together).

This is the first time we have published our gender and ethnic pay gaps. It's part of our commitment to Kia Toipoto, a comprehensive set of actions to help close gender, Māori, Pacific and ethnic pay gaps in the Public Service. We are transparently publishing this information because it is Tika (the right thing to do), and because it will help drive our efforts to create an equitable and inclusive workplace that reflects the communities we serve.

Our approach

We are developing our Kia Toipoto programme with the support of an Advisory Rōpu including representations from our Unions, Associations, internal staff networks and diversity and inclusion champions across the organisation. Our work also builds on a range of existing diversity, inclusion and equity initiatives already underway, and will seek to support these while accelerating other areas to make specific progress against our Kia Toipoto goals.

Fire and Emergency has a complex workforce including career, volunteer and non-operational people. While this pay gaps data does not include our volunteer workforce, our wider Kia Toipoto action plan will include a strong focus on this important group.

Our data

Our pay gaps data is based on base salaries only and is calculated as at 30 March 2022. The data includes both permanent and fixed term employees. Over the next year we will recalculate our gaps based on 2023 data and look more deeply into the drivers behind the gaps. We will also consider gaps in both base salaries and total remuneration.

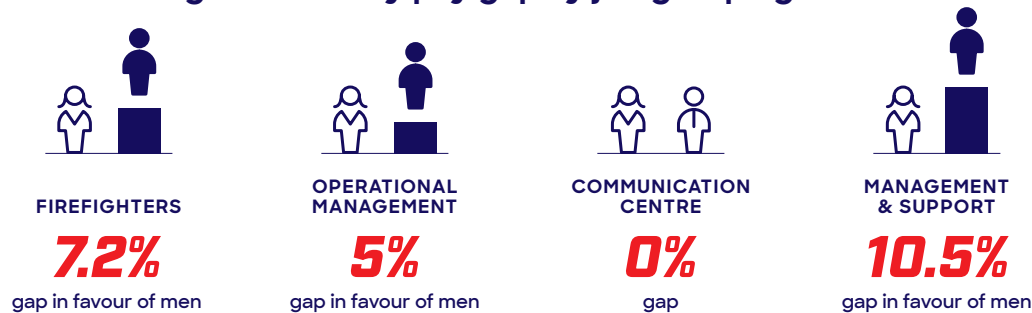
Gender representation and gaps in non-operational roles*

GENERALISED GRADE	TOTAL EMPLOYEES	MALE TĀNE	FEMALE WĀHINE	MEDIAN GENDER PAY GAP
H14	135	81%	19%	Men paid 16.8% more
H15	160	65%	35%	Men paid 4.4% more
H16	157	66%	34%	Men paid 5.1% more
H17	132	57%	43%	Men paid 3.8% more
H18	96	57%	43%	No gap
H19	61	59%	41%	Men paid 2.5% more

Gender representation and gaps in operational roles*

JOB TITLE	MALE TĀNE	FEMALE WĀHINE	MEDIAN GENDER PAY GAP
Trainee Firefighter	86%	14%	No gap
Firefighter	87%	13%	Women paid 3.3% more
Qualified Firefighter	87%	13%	Men paid 5.3% more
Dispatcher	50%	50%	Women paid 5.6% more
Senior Dispatcher	51%	49%	No gap

Our overall gender salary pay gap by job groupings



Trainee Firefighter, Firefighter, Qualified Firefighter, Senior Firefighter, Station Officer, Senior Station Officer

Region Manager, District Manager, Group Manager

Trainee Dispatcher, Dispatcher, Senior Dispatcher, Operations Manager, Shift Manager, Communications Centre Manager

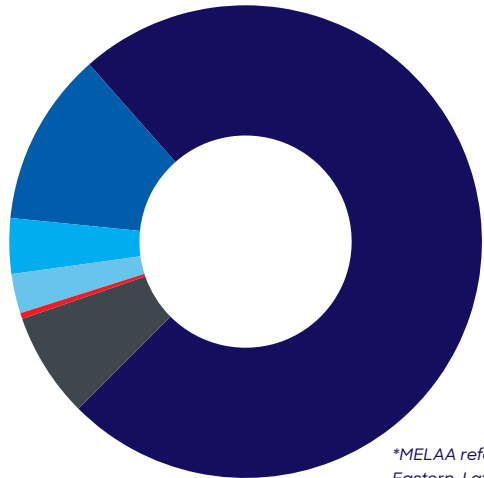
Executive Leadership Team and all other management and administrative positions within NHQ and Regions

* We excluded lines of data where there were less than 20 people of one gender.

* Those who identify as non-binary are not shown due to the small data set of less than 20 people.

Our ethnic representation

- EUROPEAN **74%**
- MĀORI **11.9%**
- PACIFIC **3.8%**
- ASIAN **2.7%**
- MELAA* **0.4%**
- OTHER **7.2%**

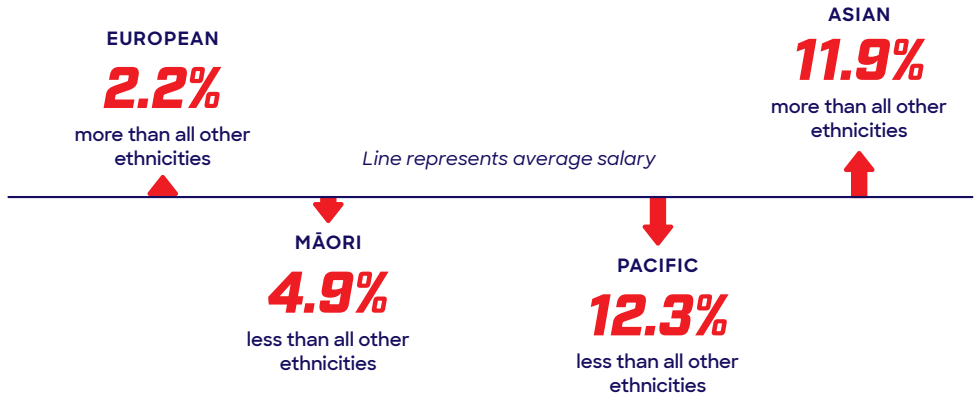


*MELAA refers to Middle Eastern, Latin American and African.

Representation across our leadership

	WORKFORCE REPRESENTATION	ALL MANAGERS	LEADERS TIERS 1-3
GENDER			
Male	80.7%	92%	56.4%
Female	19.3%	8%	43.6%
ETHNICITY			
European	74.0%	73.9%	78.0%
Māori	11.9%	10.5%	9.4%
Asian	2.7%	0.9%	
Pacific Peoples	3.8%	2.9%	
MELAA	0.4%	0.4%	
Other	7.2%	11.4%	12.5%

Our ethnic pay gaps



WE CURRENTLY HAVE ETHNICITY INFORMATION FOR OVER 90% OF OUR PEOPLE.

What next?

This data is a starting point for our understanding of gender and ethnic pay gaps at Fire and Emergency. In 2023 we will publish our first Kia Toipoto action plan and updated pay gaps data. Our action plan will consider our progress to:

- ensure bias doesn't influence starting salaries for the same or similar roles
- improve gender and ethnic representation in workforce and leadership
- develop equitable pathways and opportunities to progress
- protect against bias and discrimination in HR and remuneration policies and practices
- build cultural competence
- normalise flexible working for roles that allow this.

We understand achieving these goals of Kia Toipoto will take long-term approach and focused effort. We are committed to progress, to achieve an equitable and inclusive workforce.