

Fire and Emergency NZ's Gender and Ethnic Pay Gap 2023/24

We are committed to building a safe, positive, and inclusive organisation for all.

This is the third time we have published our gender and ethnic pay gaps. Providing transparency around pay gaps is part of our ongoing commitment to ensure our workforce better reflects the communities we serve.

Monitoring, reporting on and publishing this information helps drive our efforts to create an equitable and inclusive workplace that reflects the communities we serve.

We know that pay gaps do not exist in a vacuum, and instead develop due to process decisions and a lack of inclusive policies. We are taking a holistic approach to diversity and inclusion and are focusing on both process and policy change and actions that ensure all our people feel safe, positive, and included. Addressing the gender and ethnic pay gap is included in this work.

It is tika (the right thing to do).

Our approach

Our Kia Toipoto programme of work aims to remove bias and discrimination in our workplace and encourage diversity and inclusion across all phases of the employee lifecycle at Fire and Emergency.

We would like to thank the large number of people across Fire and Emergency who have contributed to the information behind our pay gap analysis, including sharing their experiences and aspirations for our organisation. Their direction has shaped our approach to Kia Toipoto over the last two years.

The work of the Kia Toipoto programme supports the aims of Eke Taumata and our long-term workforce culture change.

Our data

Fire and Emergency has a complex workforce including career, volunteer and non-operational people.

Pay data here is calculated on annualised fixed remuneration at 31 March 2024, 12 months on from our 2023 pay gap data. The data includes both permanent and fixed term employees calculated on base salaries. Our pay gap analysis does not include volunteers.

Gender pay gap by pay grade*

GENERALISED GRADE	TOTAL EMPLOYEES	MEN	WOMEN	MEAN GENDER PAY GAP
Grade 14	155	78.7%	21.3%	Women paid 13.9% less
Grade 15	197	61.9%	38.1%	Women paid 9.6% less
Grade 16	162	60.5%	39.5%	Women paid 4.8% less
Grade 17	188	58.0%	42.0%	Women paid 2.6% less
Grade 18	177	73.4%	26.6%	Women paid 5.6% less
Grade 19	74	55.4%	44.6%	Women paid 1.5% less

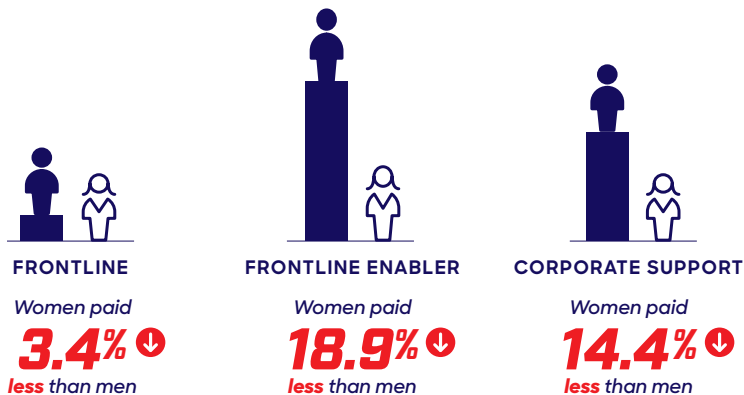
*Only displaying those with sufficient sample size

Gender representation and gaps in operational roles**

JOB TITLE	MEN	WOMEN	MEDIAN GENDER PAY GAP
Senior Firefighter	95.3%	4.7%	Women paid 1.6% less
Qualified Firefighter	86.3%	13.8%	Women paid 1.7% less
Firefighter	88.5%	11.5%	Women paid 0.5% less
Trainee Firefighter	96.2%	3.8%	No gap
Senior Dispatcher	51.6%	48.4%	Women paid 1.5% less
Dispatcher	50.0%	50.0%	No gap

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

Gender pay gap by occupational groups



Frontline: Those who directly deliver our services to the public and industry

Frontline Enabler: Those who directly support our frontline functions

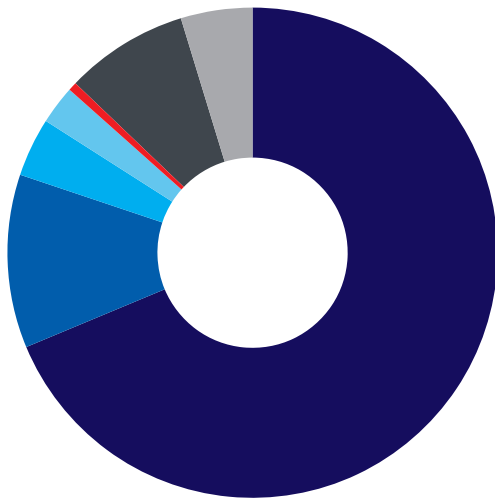
Corporate support: Those who maintain our business operations that allow the organisation to function in an efficient manner and prepare for the future.

Length of service

GENDER	NUMBER OF EMPLOYEES	AVERAGE LENGTH OF SERVICE (IN YEARS)
Male	2,042	16.6
Female	218	8.1
Total	2,260	15.7

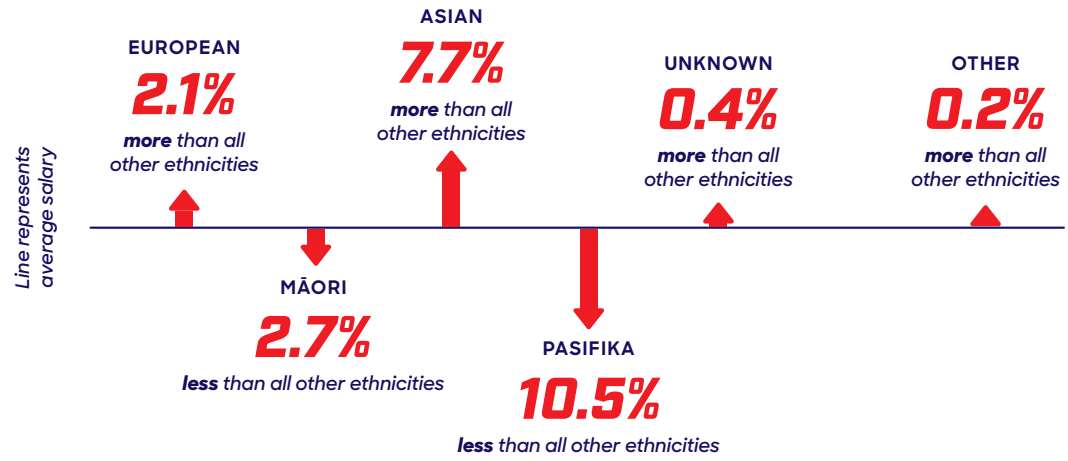
Our ethnic representation

- EUROPEAN **72.7%**
- MĀORI **12.1%**
- PASIFIKA **4.1%**
- ASIAN **2.7%**
- MELAA* **0.6%**
- OTHER **8.6%**
- UNKNOWN **5.0%**



*MELAA refers to Middle Eastern, Latin American and African.
Note: Ethnic representation percentages include people who identify across multiple ethnic groups, which results in the percentages totaling above 100%.

Our ethnic pay gaps



MELAA Too small a group to calculate ethnic pay gap.
Ethnic pay gaps are calculated as the difference between the selected ethnicity and all other ethnicities.

Representation across our leadership

	WORKFORCE EXCLUDING MANAGERS	MANAGERS	LEADERS TIERS 1-3
GENDER			
Male	76.3%	87.2%	60.0%
Female	23.7%	12.8%	40.0%
ETHNICITY			
European	71.7%	75.4%	78.0%
Māori	12.0%	12.5%	10.0%
Pasifika	4.3%	3.4%	2.0%
Asian	3.2%	1.3%	
MELAA	0.6%	0.7%	
Other	8.5%	9.0%	12.0%
Unknown	5.2%	4.3%	4.0%

What next?

Following three years of pay gap analysis, Fire and Emergency has a better understanding of how gender and ethnic pay gaps develop and the system changes that are required to address these.

Kia Toipoto supports our commitment to long-term workforce culture change. In June 2024 our Kia Toipoto programme was integrated into the Diversity workstream of Eke Taumata. This will ensure sustainability for the upcoming year.

In November 2024 we will publish our Diversity and Inclusion Plan. The actions included in this document will focus on long-term system change required to help Fire and Emergency become a more inclusive organisation and support our goal of better reflecting the communities we serve.