

Fire and Emergency NZ's Gender and Ethnic Pay Gap 2024/25

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

This is the fourth year we have published our gender and ethnic pay gap data. Sharing this information openly is part of our ongoing commitment to transparency and to ensuring our workforce better reflects the communities we serve.

Pay gaps do not occur in isolation. They are shaped over time by the way organisations design processes, make decisions, and apply policies. By monitoring, reporting, and publishing this data, we are holding ourselves to account and driving change in both our systems and our culture.

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 gender and ethnic pay gaps is a central part of this work.

It is tika (the right thing to do).

Our approach

Although Kia Toipoto is no longer a required programme of work, we remain committed to publishing our gender and ethnic pay gap data. Continuing to report transparently on this information reflects our determination to reduce bias and discrimination, and to strengthen diversity and inclusion across every stage of the employee lifecycle at Fire and Emergency.

We would like to thank the many people across the organisation who have contributed to this work by providing data, insights, and personal experiences. Your contributions have been essential in shaping both our understanding of pay gaps and the actions we are taking to address them.

This work supports the wider aims of Eke Taumata and our long-term commitment to building a workforce culture that is inclusive, fair, and representative of the communities we serve.

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 2025, 12 months on from our 2024 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	167	73.9%	26.1%	Women paid 14.5% less
Grade 15	204	61.5%	38.5%	Women paid 7.9% less
Grade 16	189	56.4%	43.6%	Women paid 3.6% less
Grade 17	171	55.0%	45.0%	Women paid 3.5% less
Grade 18	187	73.8%	26.2%	Women paid 4.3% less
Grade 19	85	56.5%	43.5%	Women paid 0.9% less

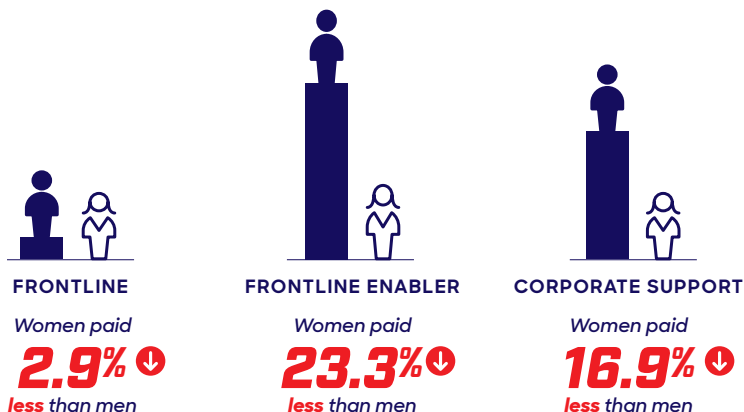
*Only displaying those with sufficient sample size

Gender representation and gaps in operational roles**

JOB TITLE	MEN	WOMEN	MEDIAN GENDER PAY GAP
Senior Firefighter	94.7%	5.3%	Women paid 1.6% less
Station Officer	97.1%	2.9%	Women paid 3.5% less
Qualified Firefighter	87.2%	12.8%	Women paid 1.8% less
Senior Station	98.7%	1.3%	Women paid 0.7% more
Firefighter	89.0%	11.0%	Women paid 0.3% more
Trainee Firefighter	92.0%	8.0%	No Gap
Senior Dispatcher	48.4%	51.6%	Women paid 0.8% less
Trainee Dispatcher	31.3%	68.8%	Women paid 4.0% less
Dispatcher	43.5%	56.5%	Women paid 0.3% less

**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

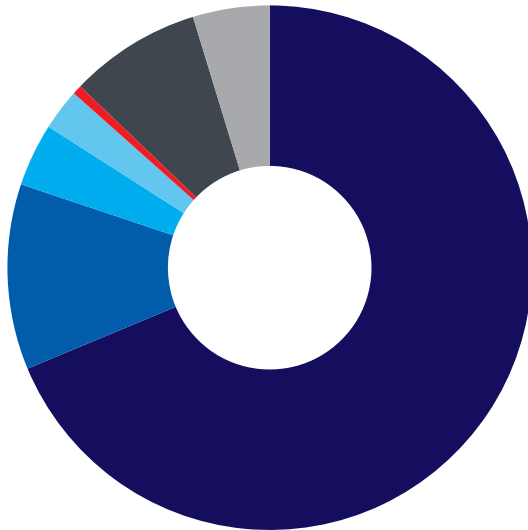
Corporate support: Those who maintain our business operations that allow the organisation to function in an efficient manner and prepare for the future.

Length of service

GENDER	NUMBER OF EMPLOYEES	AVERAGE LENGTH OF SERVICE (IN YEARS)
Male	2,076	16.5
Female	231	8.3
Total	2,307	15.7

Our ethnic representation

EUROPEAN	71.3%
MĀORI	12.4%
PACIFIC PEOPLES	4.0%
ASIAN	2.8%
MELAA*	0.6%
OTHER	8.6%
UNKNOWN	6.2%



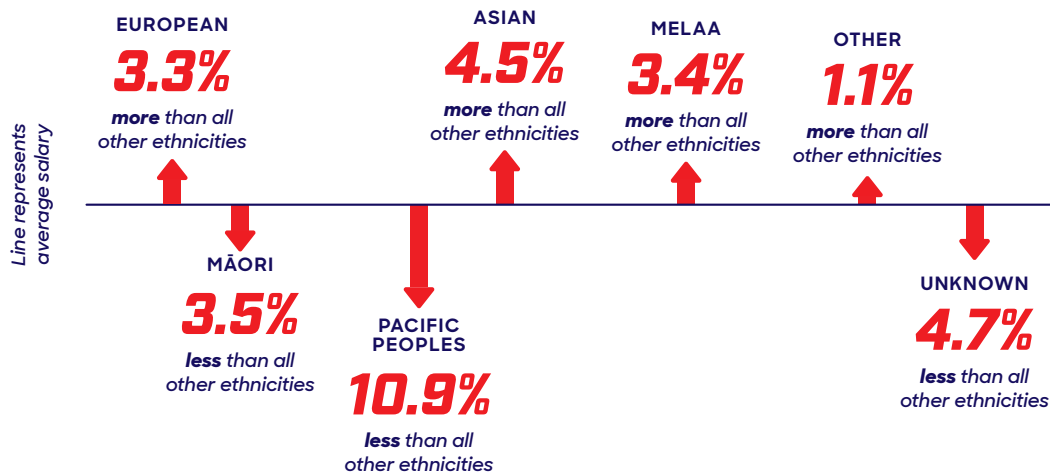
*MELAA refers to Middle Eastern, Latin American and African.

Note: Ethnic representation percentages include people who identify across multiple ethnic groups, which results in the percentages totaling above 100%.

Representation across our leadership

	WORKFORCE EXCLUDING MANAGERS	MANAGERS	LEADERS TIERS 1-3
GENDER			
Male	75.3%	86.3%	58.5%
Female	24.4%	13.7%	41.5%
ETHNICITY			
European	70.0%	75.3%	71.7%
Māori	12.2%	13.0%	11.3%
Pacific Peoples	4.1%	3.7%	
Asian	3.2%	1.5%	
MELAA	0.6%	0.6%	
Other	8.4%	9.3%	15.1%
Unknown	7.1%	3.6%	5.7%

Our ethnic pay gaps



Ethnic pay gaps are calculated as the difference between the selected ethnicity and all other ethnicities.

What next?

Following four years of pay gap analysis, Fire and Emergency has a clearer understanding of how gender and ethnic pay gaps develop and the system changes required to address them.

We will continue to work through the actions set out in our Diversity and Inclusion Action Plan, with a strong focus on creating long-term, sustainable change. This work now sits within the Safe, Positive and Inclusive workstream of the Eke Taumata programme, ensuring it remains integrated into our wider culture change efforts.

Our goal is to build a workforce that better reflects the communities we serve and to ensure all of our people feel valued, supported, and included.