

Fire and Emergency NZ's Gender and Ethnic Pay Gaps 22/23

We are committed to building a diverse workforce that represents the communities we serve.

This is our second annual publication of gender and ethnic pay gaps.

Providing transparency around pay gaps is part of our commitment to Kia Toipoto, a set of actions to close gender, Māori, Pacific and other ethnicity pay gaps in the Public Service.

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

It is Tika (the right thing to do).

Our approach

Our Kia Toipoto programme of work (2022-2024) 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.

An advisory rōpū of representatives from across our unions, associations, employee led networks, branches, directorates and diversity and inclusion champions, provides input and guidance to our focus areas of transparency, leadership, eliminating bias, representation, career progression and flexible working.

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.

While our pay gaps data does not include volunteers, our wider Kia Toipoto action plans include a strong focus on this important group.

Pay data here is calculated on annualised fixed remuneration at 31 March 2023, 12 months on from our 2022 pay gap data.

The data includes both permanent and fixed term employees calculated on base salaries. Fire and Emergency recently settled collective bargaining which resulted in some backdated pay increases. These increases have been accounted for in our figures.

Gender pay gap by pay grade

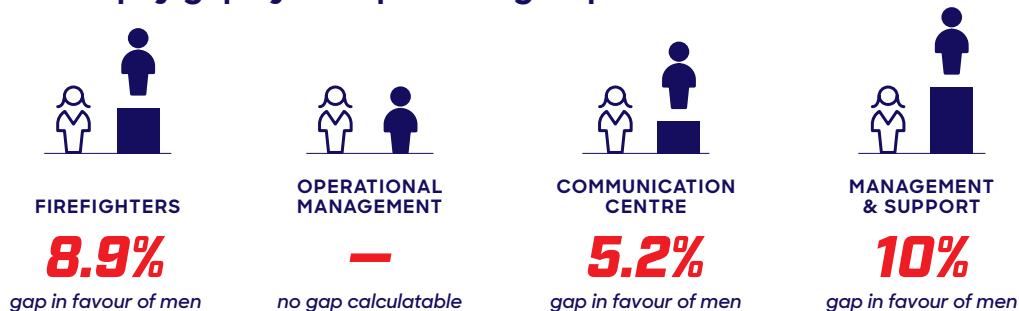
Only displaying those with sufficient sample size

| GENERALISED GRADE | TOTAL EMPLOYEES | MALE TĀNE | FEMALE WĀHINE | MEDIAN GENDER PAY GAP |
|-------------------|-----------------|-----------|---------------|-----------------------|
| Grade 14 | 165 | 80.0% | 20.0% | Men paid 15.3% more |
| Grade 15 | 172 | 65.5% | 34.5% | Men paid 5.9% more |
| Grade 16 | 163 | 63.6% | 36.4% | Men paid 4.5% more |
| Grade 17 | 134 | 53.7% | 46.3% | Men paid 1.6% more |
| Grade 18 | 77 | 53.2% | 46.8% | Men paid 0.3% more |
| Grade 19 | 66 | 58.5% | 41.5% | Men paid 0.8% more |

Gender representation and gaps in operational roles*

| JOB TITLE | MALE TĀNE | FEMALE WĀHINE | MEDIAN GENDER PAY GAP |
|-----------------------|-----------|---------------|-----------------------|
| Senior Firefighter | 95.5% | 4.5% | Men paid 1.1% more |
| Qualified Firefighter | 86.4% | 13.6% | Men paid 2.2% more |
| Firefighter | 88.8% | 11.2% | Women paid 0.4% more |
| Trainee Firefighter | 91.7% | 8.3% | No gap |
| Senior Dispatcher | 52.9% | 47.1% | Men paid 0.1% more |
| Dispatcher | 51.9% | 48.1% | No gap |

Gender pay gap by occupational groups



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

Region Manager, District Manager, Group Manager

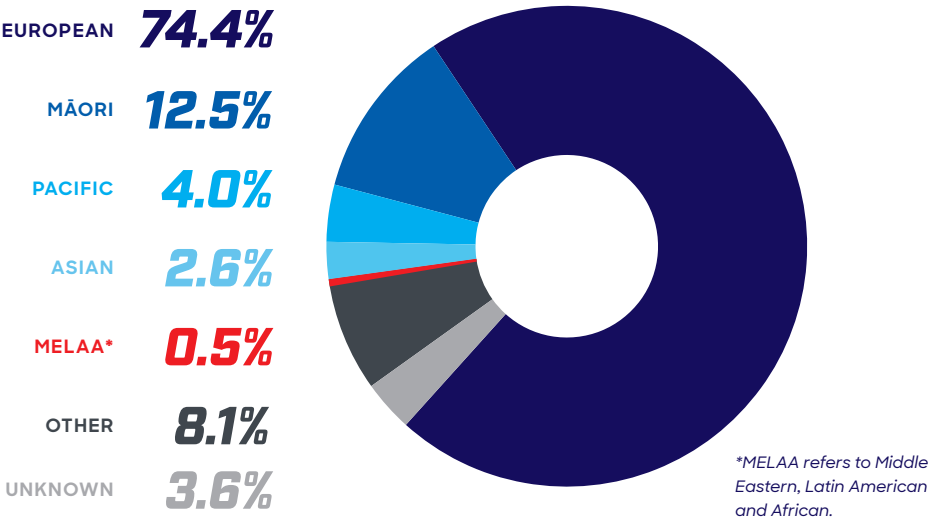
Trainee Dispatcher, Dispatcher, Senior Dispatcher, Operations Manager, Shift Manager, Communications Centre Manager

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.

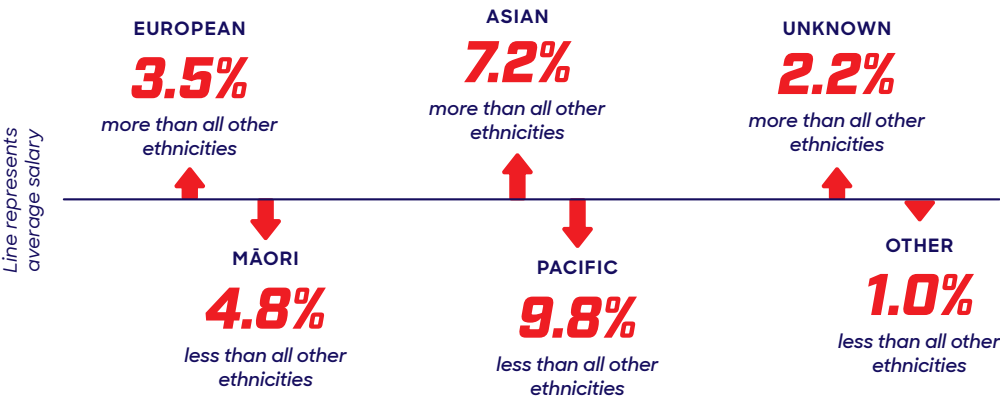
* Those who identify as non-binary are not shown due to the small data set of less than 20 people.

Our ethnic representation



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 | 76.5% | 88.3% | 68.1% |
| Female | 23.5% | 11.7% | 31.9% |
| ETHNICITY | | | |
| European | 74.1% | 76.2% | 82.6% |
| Māori | 12.3% | 13.0% | 6.5% |
| Asian | 3.1% | 0.5% | |
| Pacific Peoples | 4.1% | 3.7% | 4.3% |
| MELAA | 0.5% | 0.7% | |
| Other | 8.1% | 8.5% | 8.7% |
| Unknown | 3.5% | 3.5% | 2.2% |

What next?

This data builds on our understanding of gender and ethnic pay gaps at Fire and Emergency.

In November 2023 we will publish our Kia Toipoto Year Two action plan.

Year Two is about increasing the understanding of Kia Toipoto’s aims across the organisation and impact on the employee life cycle.

We will be focused on education and implementing changes to policies, guidelines and procedures.