



Tourism New Zealand Kia Toipoto Action plan

Kia Toipoto Public Service Action Plan – closing gender, Māori, Pacific and Ethnic pay gaps

Last updated: 31 December 2023

Overview

As part of our commitment to diversity, equity and inclusion, we work hard to address biases that can impact our people because of their gender or ethnicity. As a Crown entity, Tourism New Zealand is part of the Kia Toipoto Public Service Action Plan to close gender, Māori, Pacific and ethnic pay gaps.

Tourism New Zealand is a small organisation with around 170 employees, it's also a global organisation with 40% of it's workforce based offshore. We have a high ratio of women at Tourism New Zealand, including in people leadership roles.

Gender pay equity:

- As at 31 December 2023 we have little discrepancy within pay bands. The average Position in Range difference between men and women was 0%.
- For pay equity we look at our entire workforce as it's a measure based on position in range which means it isn't impacted by exchange rates and differences in pay rates for different countries.
- Given this measure allows us to measure our full organisation we consider it an important measure to assess pay gaps across the organisation.

Gender pay gap:

- This measure is based on average salary and so we're only able to look at our NZ based employees (around 60% of our workforce).
- As at 31 December 2023 we have a gender pay gap of 17%.
- We continue to work hard to reduce this gap. The primary reason for the current gap is the low number of males in lower grade roles. 1 more male employed in quartile 1 would improve our gender pay gap by approximately 2.0%.

Ethnicity Pay Gaps:

- Under Kia Toipoto agencies/entities need at least 20 employees in each comparative group to publish statistically robust pay gaps and protecting the privacy of employees. We have insufficient employees to publish robust Māori and Pacific pay gap comparisons.

Our commitments and actions

Our commitment: To ensure our employees are paid fairly and to have eliminated our gender, Māori, Pacific and Ethnic pay gaps by 2025

Our values: Courage (Māia), Care (Manaaki) and Connection (Hononga)

We're committed to	To achieve our commitments, we will
<p>People practices</p> <p>People practices that are free from the effects of conscious and unconscious bias.</p>	<ul style="list-style-type: none">• Regularly review our recruitment, learning & development and remuneration policies to reduce the potential for bias• Actively source diverse talent and ensure diversity in shortlists and interviews• Continue to review parental leave approach to ensure it supports this plan
<p>Flexible working</p> <p>Embed flexible working and provide flexible work options to all genders and ethnicities that don't undermine development or pay.</p>	<ul style="list-style-type: none">• Continue to evolve our flexible working approach• Maintain awareness of flexible working commitments through team charters and flexible working guidelines
<p>Diverse & inclusive culture</p> <p>Achieve a diverse and inclusive culture to ensure gender and ethnicity representation is balanced across the organisation.</p>	<ul style="list-style-type: none">• Monitor six-monthly workforce metrics and use insights to inform our Action Plan• Develop people leader capability to provide inclusive leadership free from bias Papa Pounamu

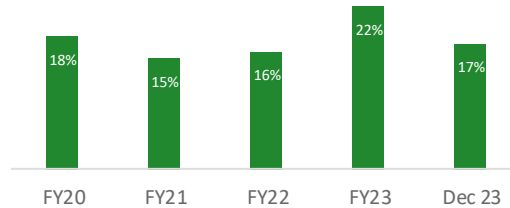


Our status and progress

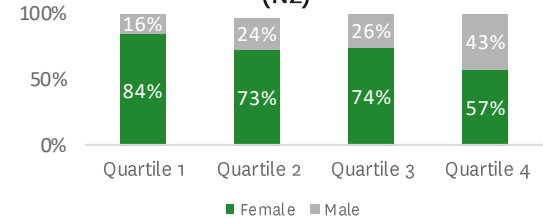
Gender pay equity by level (global)

December 2023	0% difference
FY23	+1 female
FY22	0% difference
FY21	+1% male
FY20	+3% female

Gender Pay Gap (NZ)



Gender Representation by quartile (NZ)



- As of December 2023, there is pay equity.
- This means that generally we pay our employees about the same for similar roles.
- From FY21 onwards we have reported on pay equity globally and from FY23 included Qualmark (a subsidiary of TNZ).
- Our small number of New Zealand based employees means our gender pay equity levels can be significantly impacted by appointments and turnover in quartile 1 and 4 roles as these can have a big impact on average pay.
- From FY23 onwards Qualmark data has been included.
- Females make up 74% of our organisation.
- The primary driver of our gender gap is the low number of males in lower paid roles (quartile 1 and 2).
- 1 more male employed in quartile 1 would improve our gender pay gap by approximately 2.0%.

Progress against our action plan is monitored via reporting to the TNZ Board every six months.

Our organisation is committed to meeting the milestones of Kia Toipoto - the Public Service Gender, Māori, Pacific, and Ethnic Pay Gaps Action Plan. Under Kia Toipoto agencies and entities need at least 20 employees in each comparative group to publish statistically robust pay gaps, while also protecting the privacy of employees. We are a small organisation with insufficient Māori, Pacific or ethnic employees in New Zealand to publish gender, Māori, Pacific, for robust ethnic pay gap comparisons.

