

Gender and Ethnic Pay Gap

Data analysis: 2021-2022



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Data definitions

Term	Definition
Gender Pay Gap (GPG)	The gender pay gap is a high-level indicator of the difference between female and male earnings. It compares the average or median earnings of females and males at MSD.
Gender Diverse Pay Gap (GDPG)	The gender diverse pay gap is a high-level indicator of the difference between gender diverse and male earnings. It compares the average or median earnings of gender diverse and males at MSD. Due to the sample size being too small, and privacy issues, staff who identify as gender diverse have only been included at the agency-wide level and do not feature in other groupings.
Representation within a category	The percentage of women/ethnic group/women of ethnicity represented out of all employees. For example, Table 5 shows that 70.0% of MSD's full-time employees are women. Totals add to 100% horizontally across the row with the adjacent category.
Representation across a category	The percentage of women/ethnic group/women of ethnicity represented out of all women/ethnic group/women of ethnicity. For example, Table 5 shows that 97.1% of women at MSD work full-time. Totals add to 100% across the entire column vertically.
Ethnicity percentages	Ethnicity percentages are based on the total number of people who have disclosed an ethnicity (not total staff numbers). Employees are able to select more than one ethnicity and can therefore be included as part of multiple different ethnicity calculations.
FTE status	MSD considers part-time to be less than 30 hours a week.

Term	Definition
Level of earning	<p>For the purposes of comparing level of earning, MSD has used the following definitions stipulated within the Public Service Pay Guidance 2021:</p> <ul style="list-style-type: none"> • Lower: earning less than \$60,000, typically includes front-line support roles such as Support Officer and Customer Service Representative, and administration roles such as Receptionist. • Middle: earning between \$60,000–\$100,000, typically includes front-line roles such as Case Manager and Customer Service Representative, support roles such as Advisor or Analyst and Senior Advisor or Analyst and line manager roles such as Assistant Service Centre and Service Centre Manager. • Higher: earning over \$100,000. Typical roles include high level support roles such as Lead or Principal Advisors/Analysts and Manager or Senior Manager roles.
Level of seniority	<p>Within each business group, the number of tiers vary, making it difficult to compare pay gaps by tier across the organisation. For the purposes of analysing representation and gender pay gaps at our senior levels of the organisation, we have grouped people managers as follows:</p> <ul style="list-style-type: none"> • line managers are first-level managers of staff roles • managers are managers of teams of line managers and staff • senior managers are Directors, General Managers, Group General Managers and Deputy Chief Executives of business areas
Māori and Ethnic-Gender Pay Gap (EGPG)	<p>Māori and ethnic-gender pay gaps are calculated as the difference between the average salary for females of an ethnic group and the average salary of all males at MSD, expressed as a percentage of the average salary of all males at MSD. Average pay for all males at MSD is the same measure used to calculate MSD’s overall gender pay gap. This ensures that gender pay gaps by ethnicity are calculated on the same basis as our overall gender pay gap and are therefore comparable.</p> <p>Gender pay gaps by ethnicity are indicative only as they involve comparing groups of varying unequal sizes and may cause volatile results over time.</p>

Term	Definition
Māori and Ethnic Pay Gaps (EPG)	Māori and ethnic pay gaps are calculated as the difference between the average or median salary for an ethnic group and the average or median salary of all those not in that ethnic group, expressed as a percentage of the average or median salary of those not in the ethnic group.
Minimum sample size	Where there are less than 20 staff within any comparator group, MSD has considered this too small for statistical comparison, and omitted any gender or ethnic pay gap calculation.
Occupation group	<p>Public Service employees are engaged in a wide range of jobs spread across 247 different occupations in 2020. These can be aggregated into ten broad occupation groups. For the purposes of this Action Plan, MSD has used these same broad occupation groups. While occupation groups are a useful view when looking at representation, at MSD these groups contain staff that span a range of roles, bands and tiers, meaning the GPG measures are not necessarily based on same or similar roles.</p> <p>The most common occupations at MSD are:</p> <ul style="list-style-type: none"> • Case Managers, which have been included in the Social, health and education workers occupation group • Customer Service Representatives, which have been included in the Contact centre workers occupation group • Centralised Processing Officers, which have been included in the Social, health and education workers occupation group
Pay gap of concern	Research is somewhat silent on what number indicates a 'good' or 'bad' pay gap. For the purposes of this Action Plan, MSD has focused on pay gaps based on average earnings that are +/-3%.
Same or similar roles	For the purposes of comparing same or similar roles, MSD has used pay groups and bands.

Reading the data

- We have included current fixed-term and permanent employees (excluding casuals/contractors, staff on long term leave without pay, parental leave). The comparison is based on FTE salary figures only.
- We recognise that not all people identify as a man or a woman. Our analysis includes staff who identify as gender diverse, where the datasets were large enough to make meaningful comparisons, while ensuring anonymity.
- Any mean or median figures which are over +3% or under -3% have been highlighted in red; to indicate a pay gap of concern.
- Where a mean or median GPG figure is preceded by a negative sign (-), it indicates that the pay gap is in favour of women or the ethnic group.
- Where a data entry has been marked with a dash (-), it indicates that the sample size wasn't large enough for meaningful analysis while maintaining individual privacy

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Our gender pay gaps (GPG)

Table 1. Agency-wide GPG, GDPG, and representation

Group	Headcount	Females	Males	Gender diverse	GPG average	GPG median	GDPG average	GDPG median
MSD	9,312	70.4%	29.2%	0.3%	9.9%	0.0%	13.1%	0.0%

Table 2. GPG and representation within same or similar roles

Pay Group	Band	Total Headcount	Female rep. within band	Male rep. within band	Female rep. across bands	Male rep. across bands	GPG average	GPG median
Core	B01	14	78.6%	21.4%	0.2%	0.1%	-	-
	B02	128	82.8%	17.2%	1.6%	0.8%	0.5%	-0.1%
	B03	2723	73.0%	27.0%	30.4%	27.0%	-0.4%	-2.6%
	B04	2852	77.5%	22.5%	33.7%	23.6%	-0.6%	0.0%
	B05	1287	70.2%	29.8%	13.8%	14.1%	0.4%	0.0%
	B06	401	68.3%	31.7%	4.2%	4.7%	0.2%	0.0%
	B07	292	63.4%	36.6%	2.8%	3.9%	0.3%	-0.3%
	B08	32	62.5%	37.5%	0.3%	0.4%	-	-
Premium - IT	B02IT	-	0.0%	0.0%	0.0%	0.0%	-	-
	B03IT	63	31.7%	68.3%	0.3%	1.6%	1.9%	5.9%
	B04IT	47	42.6%	57.4%	0.3%	1.0%	0.1%	2.9%
	B05IT	41	24.4%	75.6%	0.2%	1.1%	-	-
	B06IT	112	46.4%	53.6%	0.8%	2.2%	1.0%	0.0%
	B06IT+	120	23.3%	76.7%	0.4%	3.4%	3.6%	4.5%
	B07IT	54	27.8%	72.2%	0.2%	1.4%	-	-
	B07IT+	20	20.0%	80.0%	0.1%	0.6%	-	-
Premium - Forecasting & Costing, Policy	B07E	5	20.0%	80.0%	0.0%	0.1%	-	-
	B07P	43	69.8%	30.2%	0.5%	0.5%	-	-
	B08+P	9	66.7%	33.3%	0.1%	0.1%	-	-
Managers and Senior Specialists	MSS01	-	0.0%	0.0%	0.0%	0.0%	-	-
	MSS02	89	79.8%	20.2%	1.1%	0.7%	-	-
	MSS03	143	67.1%	32.9%	1.5%	1.7%	1.4%	1.3%
	MSS04	240	72.9%	27.1%	2.7%	2.4%	3.0%	1.7%
	MSS05	162	62.3%	37.7%	1.5%	2.2%	0.4%	0.0%
	MSS06	123	65.0%	35.0%	1.2%	1.6%	2.7%	0.6%
	MSS07	38	55.3%	44.7%	0.3%	0.6%	-	-
	MSS08	11	45.5%	54.5%	0.1%	0.2%	-	-
IT Managers and Senior Specialists	IMS01	-	0.0%	100.0%	0.0%	0.0%	-	-
	IMS03	-	0.0%	100.0%	0.0%	0.0%	-	-
	IMS04	12	25.0%	75.0%	0.0%	0.3%	-	-
	IMS05	28	35.7%	64.3%	0.2%	0.7%	-	-
	IMS06	7	14.3%	85.7%	0.0%	0.2%	-	-
	IMS07	-	0.0%	0.0%	0.0%	0.0%	-	-
Senior Managers	SM0-SM4	91	49.5%	50.5%	0.7%	1.7%	-	-
Not sized		83	71.1%	28.9%	0.9%	0.9%	-	-

Table 3. GPG and representation by level of earning

Level of earning	Total Headcount	Female rep. within level	Male rep. within level	Gender diverse within level	Female rep. across levels	Male rep. across levels	Gender diverse rep.	GPG average	GPG median
Lower	1,976	71.7%	27.8%	0.4%	21.6%	20.2%	29.2%	0.4%	0.0%
Middle	6,010	73.2%	26.5%	0.2%	67.1%	58.5%	58.3%	2.4%	0.0%
Higher	1,326	55.7%	43.7%	0.2%	11.3%	21.3%	12.5%	4.6%	4.9%

Table 4. GPG and representation by level of seniority

Level of seniority	Total Headcount	Female rep. within level	Male rep. within level	Female rep. across levels	Male rep. across levels	GPG average	GPG median
Line Manager	459	73.0%	27.0%	65.3%	48.8%	2.5%	-0.2%
Manager	224	60.7%	39.3%	26.5%	34.6%	2.9%	1.3%
Senior Manager	84	50.0%	50.0%	8.2%	16.5%	-1.0%	-7.8%

Table 5. GPG and representation by FTE status

Hours	Total Headcount	Female rep. within FTE status	Male rep. within FTE status	Female rep. across FTE status'	Male rep. across FTE status'	GPG average	GPG median
Full time	9096	70.0%	30.0%	97.1%	99.2%	9.7%	0.0%
Part time	215	89.3%	10.7%	2.9%	0.8%	20.3%	-13.0%

Table 6. GPG and representation by occupation group

Occupation group	Total Headcount	Female rep. within occ. group	Male rep. within occ. group	Female rep. across occ. groups	Male rep. across occ. Groups	GPG average	GPG median
Clerical & administrative workers	510	86.7%	13.3%	6.7%	2.5%	-0.3%	4.1%
Contact centre workers	1384	70.4%	29.6%	14.9%	15.1%	0.3%	0.0%
ICT professionals & technicians	447	32.4%	67.6%	2.2%	11.1%	4.8%	1.5%
Information professionals	933	64.1%	35.9%	9.1%	12.3%	2.6%	1.9%
Inspectors & regulatory officers	467	66.8%	33.2%	4.8%	5.7%	0.1%	0.0%
Legal, HR & finance professionals	435	74.0%	26.0%	4.9%	4.2%	6.3%	0.0%
Managers	802	63.6%	36.4%	7.8%	10.7%	11.7%	14.1%
Policy analyst	104	67.3%	32.7%	1.1%	1.3%	7.8%	1.4%
Social, health & education workers	4143	76.0%	24.0%	48.0%	36.6%	0.3%	-2.6%
Others not elsewhere included	40	70.0%	30.0%	0.4%	0.4%	-	-

Our ethnic pay gaps (EPG)

Table 7. Agency-wide EPG and representation

Ethnicity	Ethnicity	Non-ethnicity	EPG average	EPG median
Māori	23.1%	76.9%	4.5%	0.0%
Pacific	16.9%	83.1%	12.1%	5.0%
Asian	15.6%	84.4%	9.1%	7.5%

Within same or similar roles

Table 8. Māori EPG and representation within same or similar roles

Pay Group	Band	Total headcount	Māori rep. within band	Non-Māori rep. within band	Māori rep. across bands	Non-Māori rep. across bands	EPG average	EPG median
Core	B01	14	7.1%	92.9%	0.0%	0.2%	-	-
	B02	129	22.5%	77.5%	1.4%	1.4%	1.5%	-1.5%
	B03	2734	20.1%	79.9%	25.6%	30.5%	-0.4%	0.1%
	B04	2861	29.4%	70.6%	39.1%	28.2%	0.9%	0.0%
	B05	1296	24.2%	75.8%	14.6%	13.7%	1.5%	0.0%
	B06	402	15.7%	84.3%	2.9%	4.7%	-0.6%	0.0%
	B07	293	17.1%	82.9%	2.3%	3.4%	1.2%	1.5%
	B08	32	21.9%	78.1%	0.3%	0.3%	-	-
Premium - IT	B02IT	-	0.0%	0.0%	0.0%	0.0%	-	-
	B03IT	63	15.9%	84.1%	0.5%	0.7%	-	-
	B04IT	47	12.8%	87.2%	0.3%	0.6%	-	-
	B05IT	41	14.6%	85.4%	0.3%	0.5%	-	-
	B06IT	113	10.6%	89.4%	0.6%	1.4%	-	-
	B06IT+	121	11.6%	88.4%	0.7%	1.5%	-	-
	B07IT	55	3.6%	96.4%	0.1%	0.7%	-	-
	B07IT+	20	0.0%	100.0%	0.0%	0.3%	-	-
Premium - Forecasting & Costing, Policy	B07E	5	0.0%	100.0%	0.0%	0.1%	-	-
	B07P	44	9.1%	90.9%	0.2%	0.6%	-	-
	B08+P	9	11.1%	88.9%	0.0%	0.1%	-	-
Managers and Senior Specialists	MSS01	-	0.0%	0.0%	0.0%	0.0%	-	-
	MSS02	89	32.6%	67.4%	1.4%	0.8%	0.8%	-0.5%
	MSS03	143	23.8%	76.2%	1.6%	1.5%	2.1%	0.2%
	MSS04	241	31.1%	68.9%	3.5%	2.3%	4.2%	3.9%
	MSS05	162	17.3%	82.7%	1.3%	1.9%	4.0%	2.8%
	MSS06	125	21.6%	78.4%	1.3%	1.4%	0.0%	-3.4%
	MSS07	38	31.6%	68.4%	0.6%	0.4%	-	-
	MSS08	11	9.1%	90.9%	0.0%	0.1%	-	-
IT Managers and Senior Specialists	IMS01	-	0.0%	100.0%	0.0%	0.0%	-	-
	IMS03	-	0.0%	100.0%	0.0%	0.0%	-	-
	IMS04	12	16.7%	83.3%	0.1%	0.1%	-	-
	IMS05	28	3.6%	96.4%	0.0%	0.4%	-	-
	IMS06	7	14.3%	85.7%	0.0%	0.1%	-	-
	IMS07	-	0.0%	0.0%	0.0%	0.0%	-	-

Pay Group	Band	Total headcount	Māori rep. within band	Non-Māori rep. within band	Māori rep. across bands	Non-Māori rep. across bands	EPG average	EPG median
Senior Managers	SM0-SM4	91	14.3%	85.7%	0.6%	1.1%	-	-
Not sized		84	19.0%	81.0%	0.7%	0.9%	-	-

Table 9. Pacific EPG and representation within same or similar roles

Pay Group	Band	Total headcount	Pacific rep. within band	Non-Pacific rep. within band	Pacific rep. across bands	Non-Pacific rep. across bands	EPG average	EPG median
Core	B01	14	7.1%	92.9%	0.1%	0.2%	-	-
	B02	129	10.9%	89.1%	0.9%	1.5%	-	-
	B03	2734	22.0%	78.0%	38.1%	27.6%	0.3%	2.6%
	B04	2861	20.0%	80.0%	36.3%	29.6%	0.8%	0.0%
	B05	1296	14.0%	86.0%	11.5%	14.4%	1.2%	0.0%
	B06	402	6.0%	94.0%	1.5%	4.9%	1.7%	2.6%
	B07	293	8.5%	91.5%	1.6%	3.5%	2.4%	3.1%
	B08	32	15.6%	84.4%	0.3%	0.3%	-	-
Premium - IT	B02IT	-	0.0%	0.0%	0.0%	0.0%	-	-
	B03IT	63	17.5%	82.5%	0.7%	0.7%	-	-
	B04IT	47	19.1%	80.9%	0.6%	0.5%	-	-
	B05IT	41	14.6%	85.4%	0.4%	0.5%	-	-
	B06IT	113	7.1%	92.9%	0.5%	1.4%	-	-
	B06IT+	121	2.5%	97.5%	0.2%	1.5%	-	-
	B07IT	55	7.3%	92.7%	0.3%	0.7%	-	-
	B07IT+	20	5.0%	95.0%	0.1%	0.2%	-	-
Premium - Forecasting & Costing, Policy	B07E	5	0.0%	100.0%	0.0%	0.1%	-	-
	B07P	44	0.0%	100.0%	0.0%	0.6%	-	-
	B08+P	9	0.0%	100.0%	0.0%	0.1%	-	-
Managers and Senior Specialists	MSS01	-	0.0%	0.0%	0.0%	0.0%	-	-
	MSS02	89	21.3%	78.7%	1.2%	0.9%	-	-
	MSS03	143	17.5%	82.5%	1.6%	1.5%	3.4%	2.4%
	MSS04	241	13.3%	86.7%	2.0%	2.7%	2.6%	6.2%
	MSS05	162	8.0%	92.0%	0.8%	1.9%	-	-
	MSS06	125	8.0%	92.0%	0.6%	1.5%	-	-
	MSS07	38	2.6%	97.4%	0.1%	0.5%	-	-
	MSS08	11	0.0%	100.0%	0.0%	0.1%	-	-
IT Managers and Senior Specialists	IMS01	-	100.0%	0.0%	0.1%	0.0%	-	-
	IMS03	-	0.0%	100.0%	0.0%	0.0%	-	-
	IMS04	12	8.3%	91.7%	0.1%	0.1%	-	-
	IMS05	28	3.6%	96.4%	0.1%	0.3%	-	-
	IMS06	7	0.0%	100.0%	0.0%	0.1%	-	-
	IMS07	-	0.0%	0.0%	0.0%	0.0%	-	-
Senior Managers	SM0-SM4	91	4.4%	95.6%	0.3%	1.1%	-	-
Not sized		84	6.0%	94.0%	0.3%	1.0%	-	-

Table 10. Asian EPG and representation within same or similar roles

Pay Group	Band	Total headcount	Asian rep. within band	Non-Asian rep. within band	Asian rep. across bands	Non-Asian rep. across bands	EPG average	EPG median
Core	B01	14	7.1%	92.9%	0.1%	0.2%	-	-
	B02	129	10.1%	89.9%	0.9%	1.5%	-	-
	B03	2734	23.1%	76.9%	43.5%	26.7%	1.1%	2.6%
	B04	2861	12.6%	87.4%	24.9%	31.8%	0.2%	0.0%
	B05	1296	12.6%	87.4%	11.2%	14.4%	-1.1%	0.0%
	B06	402	9.7%	90.3%	2.7%	4.6%	3.5%	5.0%
	B07	293	10.6%	89.4%	2.1%	3.3%	2.5%	2.8%
	B08	32	9.4%	90.6%	0.2%	0.4%	-	-
Premium - IT	B02IT	-	0.0%	0.0%	0.0%	0.0%	-	-
	B03IT	63	17.5%	82.5%	0.8%	0.7%	-	-
	B04IT	47	36.2%	63.8%	1.2%	0.4%	-	-
	B05IT	41	34.1%	65.9%	1.0%	0.3%	-	-
	B06IT	113	34.5%	65.5%	2.7%	0.9%	-1.8%	0.0%
	B06IT+	121	30.6%	69.4%	2.6%	1.1%	1.4%	2.5%
	B07IT	55	34.5%	65.5%	1.3%	0.5%	-	-
	B07IT+	20	20.0%	80.0%	0.3%	0.2%	-	-
Premium - Forecasting & Costing, Policy	B07E	5	0.0%	100.0%	0.0%	0.1%	-	-
	B07P	44	11.4%	88.6%	0.3%	0.5%	-	-
	B08+P	9	11.1%	88.9%	0.1%	0.1%	-	-
Managers and Senior Specialists	MSS01	-	0.0%	0.0%	0.0%	0.0%	-	-
	MSS02	89	4.5%	95.5%	0.3%	1.1%	-	-
	MSS03	143	15.4%	84.6%	1.5%	1.5%	2.7%	4.2%
	MSS04	241	3.7%	96.3%	0.6%	3.0%	-	-
	MSS05	162	2.5%	97.5%	0.3%	2.0%	-	-
	MSS06	125	6.4%	93.6%	0.6%	1.5%	-	-
	MSS07	38	0.0%	100.0%	0.0%	0.5%	-	-
	MSS08	11	9.1%	90.9%	0.1%	0.1%	-	-
IT Managers and Senior Specialists	IMS01	-	0.0%	100.0%	0.0%	0.0%	-	-
	IMS03	-	0.0%	100.0%	0.0%	0.0%	-	-
	IMS04	12	16.7%	83.3%	0.1%	0.1%	-	-
	IMS05	28	7.1%	92.9%	0.1%	0.3%	-	-
	IMS06	7	0.0%	100.0%	0.0%	0.1%	-	-
	IMS07	-	0.0%	0.0%	0.0%	0.0%	-	-
Senior Managers	SM0-SM4	91	1.1%	98.9%	0.0%	1.1%	-	-
Not sized		84	9.5%	90.5%	0.6%	1.0%	-	-

By level of earning

Table 11. Māori EPG and representation by level of earning

Level of earning	Total headcount	Māori rep. within level	Non-Māori rep. within level	Māori rep. across levels	Non-Māori rep. across levels	EPG average	EPG median
Lower	1,976	20.1%	79.9%	18.5%	22.0%	-0.5%	0.0%
Middle	6,010	25.5%	74.5%	71.4%	62.5%	1.7%	0.0%
Higher	1,326	16.2%	83.8%	10.0%	15.5%	1.0%	3.5%

Table 12. Pacific EPG and representation by level of earning

Level of earning	Total headcount	Pacific rep. within level	Non-Pacific rep. within level	Pacific rep. across levels	Non-Pacific rep. across levels	EPG average	EPG median
Lower	1,976	22.6%	77.4%	28.3%	19.8%	-0.6%	0.0%
Middle	6,010	17.4%	82.6%	66.1%	64.2%	3.4%	0.0%
Higher	1,326	6.6%	93.4%	5.5%	16.0%	6.8%	7.6%

Table 13. Asian EPG and representation by level of earning

Level of earning	Total headcount	Asian rep. within level	Non-Asian rep. within level	Asian rep. across levels	Non-Asian rep. across levels	EPG average	EPG median
Lower	1,976	24.1%	75.9%	32.9%	19.1%	0.2%	0.0%
Middle	6,010	13.9%	86.1%	57.7%	65.8%	1.0%	0.0%
Higher	1,326	10.3%	89.7%	9.4%	15.1%	9.0%	7.0%

By level of seniority

Table 14. Māori EPG and representation by level of seniority

Level of seniority	Total headcount	Māori rep. within level	Non-Māori rep. within level	Māori rep. across levels	Non-Māori rep. across levels	EPG average	EPG median
Line Manager	460	29.6%	70.4%	68.3%	56.9%	2.4%	0.9%
Manager	224	22.3%	77.7%	25.1%	30.6%	0.9%	1.2%
Senior Manager	84	15.5%	84.5%	6.5%	12.5%	-	-

Table 15. Pacific EPG and representation by level of seniority

Level of seniority	Total headcount	Pacific rep. within level	Non-Pacific rep. within level	Pacific rep. across levels	Non-Pacific rep. across levels	EPG average	EPG median
Line Manager	460	16.7%	83.3%	77.0%	57.3%	4.2%	4.4%
Manager	224	8.5%	91.5%	19.0%	30.7%	-	-
Senior Manager	84	4.8%	95.2%	4.0%	12.0%	-	-

Table 16. Asian EPG and representation by level of seniority

Level of seniority	Total headcount	Asian rep. within level	Non-Asian rep. within level	Asian rep. across levels	Non-Asian rep. across levels	EPG average	EPG median
Line Manager	460	7.2%	92.8%	76.7%	58.9%	6.0%	7.4%
Manager	224	4.0%	96.0%	20.9%	29.7%	-	-
Senior Manager	84	1.2%	98.8%	2.3%	11.4%	-	-

By occupation group

Table 17. Māori EPG and representation by occupation group

Occupation group	Total headcount	Māori rep. within occupation group	Non-Māori rep. within occupation group	Māori rep. across occupation groups	Non-Māori rep. across occupation groups	EPG average	EPG median
Clerical & administrative workers	511	23.9%	76.1%	5.7%	5.4%	1.1%	0.0%
Contact centre workers	1,391	19.2%	80.8%	12.4%	15.7%	-0.6%	0.0%
ICT professionals & technicians	450	11.3%	88.7%	2.4%	5.6%	8.2%	3.7%
Information professionals	942	16.7%	83.3%	7.3%	11.0%	-1.4%	-2.0%
Inspectors & regulatory officers	467	15.2%	84.8%	3.3%	5.5%	-4.6%	0.0%
Legal, HR & finance professionals	437	22.2%	77.8%	4.5%	4.7%	10.8%	0.0%
Managers	803	24.4%	75.6%	9.1%	8.5%	7.9%	7.5%
Policy analyst	107	9.3%	90.7%	0.5%	1.4%	-	-
Social, health & education workers	4,157	28.2%	71.8%	54.7%	41.6%	0.0%	2.5%
Others not elsewhere included	40	5.0%	95.0%	0.1%	0.5%	-	-

Table 18. Pacific EPG and representation by occupation group

Occupation group	Total headcount	Pacific rep. within occupation group	Non-Pacific rep. within occupation group	Pacific rep. across occupation groups	Non-Pacific rep. across occupation groups	EPG average	EPG median
Clerical & administrative workers	511	8.4%	91.6%	2.7%	6.1%	2.0%	0.8%
Contact centre workers	1,391	22.7%	77.3%	20.0%	13.9%	0.5%	0.0%
ICT professionals & technicians	450	9.1%	90.9%	2.6%	5.3%	17.1%	22.6%
Information professionals	942	8.8%	91.2%	5.3%	11.1%	2.1%	-1.7%
Inspectors & regulatory officers	467	17.6%	82.4%	5.2%	5.0%	8.6%	0.0%
Legal, HR & finance professionals	437	14.0%	86.0%	3.9%	4.9%	10.9%	0.0%
Managers	803	11.6%	88.4%	5.9%	9.2%	17.9%	13.2%
Policy analyst	107	2.8%	97.2%	0.2%	1.3%	-	-
Social, health & education workers	4,157	20.5%	79.5%	54.2%	42.7%	1.9%	2.5%
Others not elsewhere included	40	0.0%	100.0%	0.0%	0.5%	-	-

Table 19. Asian EPG and representation by occupation group

Occupation group	Total headcount	Asian rep. within occupation group	Non-Asian rep. within occupation group	Asian rep. across occupation groups	Non-Asian rep. across occupation groups	EPG average	EPG median
Clerical & administrative workers	511	12.7%	87.3%	4.5%	5.7%	-0.6%	-3.6%
Contact centre workers	1,391	25.6%	74.4%	24.6%	13.2%	1.8%	0.0%
ICT professionals & technicians	450	29.8%	70.2%	9.2%	4.0%	2.0%	0.1%
Information professionals	942	10.3%	89.7%	6.7%	10.7%	3.9%	5.1%
Inspectors & regulatory officers	467	18.4%	81.6%	5.9%	4.8%	9.3%	1.1%
Legal, HR & finance professionals	437	13.3%	86.7%	4.0%	4.8%	0.4%	0.0%
Managers	803	6.7%	93.3%	3.7%	9.5%	16.9%	13.4%
Policy analyst	107	13.1%	86.9%	1.0%	1.2%	-	-
Social, health & education workers	4,157	14.0%	86.0%	40.1%	45.5%	2.7%	5.0%
Others not elsewhere included	40	7.5%	92.5%	0.2%	0.5%	-	-

Our ethnic-gender pay gaps (EGPG)

Table 20. Agency-wide EGPG and representation

Ethnicity	Females	EGPG average	EGPG median
Māori	18.2%	12.0%	0.0%
Pacific	12.8%	18.0%	7.5%
Asian	9.3%	16.8%	7.5%

Within same or similar roles

Table 21. Māori EPGG and representation within same or similar roles

Pay Group	Band	Māori female rep. within band	Māori female rep. across bands	All male rep. across bands	EPGG average	EPGG median
Core	B01	7.1%	0.1%	0.1%	-	-
	B02	18.8%	1.4%	0.8%	0.9%	-1.9%
	B03	16.5%	26.5%	27.0%	-0.7%	-2.6%
	B04	24.7%	41.6%	23.6%	0.0%	0.0%
	B05	18.6%	14.1%	14.1%	1.4%	0.0%
	B06	11.7%	2.8%	4.7%	-0.1%	0.0%
	B07	12.0%	2.1%	3.9%	0.9%	-2.2%
	B08	15.6%	0.3%	0.4%	-	-
Premium - IT	B02IT	0.0%	0.0%	0.0%	-	-
	B03IT	3.2%	0.1%	0.0%	-	-
	B04IT	2.1%	0.1%	0.1%	-	-
	B05IT	7.3%	0.2%	0.0%	-	-
	B06IT	6.3%	0.4%	0.0%	-	-
	B06IT+	4.2%	0.3%	0.9%	-	-
	B07IT	1.9%	0.1%	0.2%	-	-
	B07IT+	0.0%	0.0%	0.4%	-	-
Premium – Forecasting & Costing, Policy	B07E	0.0%	0.0%	0.3%	-	-
	B07P	4.7%	0.1%	0.7%	-	-
	B08+P	11.1%	0.1%	0.2%	-	-
Managers and Senior Specialists	MSS01	0.0%	0.0%	0.6%	-	-
	MSS02	25.8%	1.4%	0.1%	-	-
	MSS03	15.4%	1.3%	0.5%	-	-
	MSS04	23.3%	3.3%	0.1%	-	-
	MSS05	11.1%	1.1%	0.0%	-	-
	MSS06	14.4%	1.1%	0.7%	-	-
	MSS07	21.1%	0.5%	1.7%	-	-
	MSS08	9.1%	0.1%	2.4%	-	-
IT Managers and Senior Specialists	IMS01	0.0%	0.0%	2.2%	-	-
	IMS03	0.0%	0.0%	1.6%	-	-
	IMS04	8.3%	0.1%	0.6%	-	-
	IMS05	3.6%	0.1%	0.2%	-	-
	IMS06	0.0%	0.0%	0.0%	-	-
	IMS07	0.0%	0.0%	0.0%	-	-
Senior Managers	SM0-SM4	7.7%	0.4%	1.7%	-	-
Not sized		14.5%	0.7%	0.9%	-	-

Table 22. Pacific EPGG and representation within same or similar roles

Pay Group	Band	Pacific female rep. within band	Pacific female rep. across bands	All male rep. across bands	EPGG average	EPGG median
Core	B01	7.1%	0.1%	0.1%	-	-
	B02	7.8%	0.8%	0.8%	-	-
	B03	18.2%	41.8%	27.0%	-0.3%	-2.6%
	B04	15.4%	36.9%	23.6%	0.2%	0.0%
	B05	9.2%	10.0%	14.1%	1.2%	0.0%
	B06	3.7%	1.3%	4.7%	-	-
	B07	5.1%	1.3%	3.9%	-	-
	B08	9.4%	0.3%	0.4%	-	-
Premium - IT	B02IT	0.0%	0.0%	0.0%	-	-
	B03IT	7.9%	0.4%	0.0%	-	-
	B04IT	2.1%	0.1%	0.1%	-	-
	B05IT	0.0%	0.0%	0.0%	-	-
	B06IT	3.6%	0.3%	0.0%	-	-
	B06IT+	0.0%	0.0%	0.9%	-	-
	B07IT	1.9%	0.1%	0.2%	-	-
	B07IT+	0.0%	0.0%	0.4%	-	-
Premium – Forecasting & Costing, Policy	B07E	0.0%	0.0%	0.3%	-	-
	B07P	0.0%	0.0%	0.7%	-	-
	B08+P	0.0%	0.0%	0.2%	-	-
Managers and Senior Specialists	MSS01	0.0%	0.0%	0.6%	-	-
	MSS02	15.7%	1.2%	0.1%	-	-
	MSS03	13.3%	1.6%	0.5%	-	-
	MSS04	9.6%	1.9%	0.1%	-	-
	MSS05	6.8%	0.9%	0.0%	-	-
	MSS06	5.7%	0.6%	0.7%	-	-
	MSS07	0.0%	0.0%	1.7%	-	-
	MSS08	0.0%	0.0%	2.4%	-	-
IT Managers and Senior Specialists	IMS01	0.0%	0.0%	2.2%	-	-
	IMS03	0.0%	0.0%	1.6%	-	-
	IMS04	0.0%	0.0%	0.6%	-	-
	IMS05	0.0%	0.0%	0.2%	-	-
	IMS06	0.0%	0.0%	0.0%	-	-
	IMS07	0.0%	0.0%	0.0%	-	-
Senior Managers	SM0-SM4	2.2%	0.2%	1.7%	-	-
Not sized		4.8%	0.3%	0.9%	-	-

Table 23. Asian EPGG and representation within same or similar roles

Pay Group	Band	Asian female rep. within band	Asian female rep. across bands	All male rep. across bands	EPGG average	EPGG median
Core	B01	0.0%	0.0%	0.1%	-	-
	B02	7.0%	1.0%	0.8%	-	-
	B03	14.2%	44.6%	27.0%	0.8%	0.0%
	B04	8.2%	26.9%	23.6%	-0.2%	0.0%
	B05	7.6%	11.3%	14.1%	-0.8%	0.0%
	B06	6.5%	3.0%	4.7%	3.9%	5.8%
	B07	5.5%	1.8%	3.9%	-	-
	B08	3.1%	0.1%	0.4%	-	-
Premium - IT	B02IT	0.0%	0.0%	0.0%	-	-
	B03IT	6.3%	0.5%	0.0%	-	-
	B04IT	25.5%	1.4%	0.1%	-	-
	B05IT	9.8%	0.5%	0.0%	-	-
	B06IT	14.3%	1.8%	0.0%	-	-
	B06IT+	5.8%	0.8%	0.9%	-	-
	B07IT	13.0%	0.8%	0.2%	-	-
	B07IT+	5.0%	0.1%	0.4%	-	-
Premium – Forecasting & Costing, Policy	B07E	0.0%	0.0%	0.3%	-	-
	B07P	11.6%	0.6%	0.7%	-	-
	B08+P	11.1%	0.1%	0.2%	-	-
Managers and Senior Specialists	MSS01	0.0%	0.0%	0.6%	-	-
	MSS02	4.5%	0.5%	0.1%	-	-
	MSS03	9.8%	1.6%	0.5%	-	-
	MSS04	3.3%	0.9%	0.1%	-	-
	MSS05	1.2%	0.2%	0.0%	-	-
	MSS06	3.3%	0.5%	0.7%	-	-
	MSS07	0.0%	0.0%	1.7%	-	-
	MSS08	0.0%	0.0%	2.4%	-	-
IT Managers and Senior Specialists	IMS01	0.0%	0.0%	2.2%	-	-
	IMS03	0.0%	0.0%	1.6%	-	-
	IMS04	0.0%	0.0%	0.6%	-	-
	IMS05	0.0%	0.0%	0.2%	-	-
	IMS06	0.0%	0.0%	0.0%	-	-
	IMS07	0.0%	0.0%	0.0%	-	-
Senior Managers	SM0-SM4	0.0%	0.0%	1.7%	-	-
Not sized		8.4%	0.8%	0.9%	-	-

By level of earning

Table 24. Māori EPGG and representation by level of earning

Level of earning	Māori female rep. within level	Māori female rep. across levels	All male rep. across levels	EPGG average	EPGG median
Lower	16.1%	18.7%	20.2%	-0.1%	0.0%
Middle	20.5%	72.7%	58.5%	3.6%	0.0%
Higher	11.0%	8.6%	21.3%	4.9%	6.7%

Table 25. Pacific EPG and representation by level of earning

Level of earning	Pacific female rep. within level	Pacific female rep. across levels	All male rep. across levels	EPG average	EPG median
Lower	18.3%	30.3%	20.2%	-0.3%	0.0%
Middle	12.9%	64.8%	58.5%	5.7%	0.0%
Higher	4.4%	4.9%	21.3%	10.3%	9.2%

Table 26. Asian EPG and representation by level of earning

Level of earning	Asian female rep. within level	Asian female rep. across levels	All male rep. across levels	EPG average	EPG median
Lower	15.0%	34.0%	20.2%	0.6%	0.0%
Middle	8.6%	59.4%	58.5%	3.0%	0.0%
Higher	4.3%	6.6%	21.3%	15.0%	10.2%

By level of seniority

Table 27. Māori EPG and representation by level of seniority

Level of seniority	Māori female rep. within level	Māori female rep. across levels	Male rep. across levels	EPG average	EPG median
Line Manager	21.6%	71.2%	48.8%	3.2%	0.5%
Manager	14.7%	23.7%	34.6%	2.2%	0.7%
Senior Manager	8.3%	5.0%	16.5%	-	-

Table 28. Pacific EPG and representation by level of seniority

Level of seniority	Pacific female rep. within level	Pacific female rep. across levels	Male rep. across levels	EPG average	EPG median
Line Manager	12.2%	80.0%	48.8%	5.6%	6.2%
Manager	5.4%	17.1%	34.6%	-	-
Senior Manager	2.4%	2.9%	16.5%	-	-

Table 29. Asian EPG and representation by level of seniority

Level of seniority	Asian female rep. within level	Asian female rep. across levels	Male rep. across levels	EPG average	EPG median
Line Manager	5.2%	85.7%	48.8%	7.1%	5.7%
Manager	1.8%	14.3%	34.6%	-	-
Senior Manager	0.0%	0.0%	16.5%	-	-

By occupation group

Table 30. Māori EGP and representation by occupation group

Occupation group	Māori female rep. within occupation group	Māori female rep. across occupation groups	All male rep. across occupation groups	EGPG average	EGPG median
Clerical & administrative workers	21.4%	6.4%	2.5%	0.3%	4.1%
Contact centre workers	14.6%	11.9%	15.1%	-0.1%	0.0%
ICT professionals & technicians	4.3%	1.1%	11.1%	-	-
Information professionals	12.1%	6.7%	12.3%	1.8%	0.0%
Inspectors & regulatory officers	11.6%	3.2%	5.7%	-3.0%	0.0%
Legal, HR & finance professionals	18.6%	4.8%	4.2%	13.1%	0.0%
Managers	17.1%	8.1%	10.7%	14.6%	15.3%
Policy analyst	6.7%	0.4%	1.3%	-	-
Social, health & education workers	23.4%	57.2%	36.6%	0.5%	0.0%
Others not elsewhere included	5.0%	0.1%	0.4%	-	-

Table 31. Pacific EGP and representation by occupation group

Occupation group	Pacific female rep. within occupation group	Pacific females rep. across occupation groups	All male rep. across occupation groups	EGPG average	EGPG median
Clerical & administrative workers	7.5%	3.2%	2.5%	0.2%	4.1%
Contact centre workers	18.5%	21.5%	15.1%	0.4%	0.0%
ICT professionals & technicians	2.5%	0.9%	11.1%	-	-
Information professionals	5.7%	4.5%	12.3%	3.3%	-2.8%
Inspectors & regulatory officers	12.8%	5.1%	5.7%	7.3%	0.0%
Legal, HR & finance professionals	11.5%	4.2%	4.2%	13.6%	0.0%
Managers	8.0%	5.4%	10.7%	23.8%	22.9%
Policy analyst	1.9%	0.2%	1.3%	-	-
Social, health & education workers	15.8%	55.1%	36.6%	2.6%	2.6%
Others not elsewhere included	0.0%	0.0%	0.4%	-	-

Table 32. Asian EGP and representation by occupation group

Occupation group	Asian female rep. within occupation group	Asian female rep. across occupation groups	All male rep. across occupation groups	EGPG average	EGPG median
Clerical & administrative workers	9.8%	5.8%	2.5%	-2.4%	-1.0%
Contact centre workers	15.9%	25.4%	15.1%	1.5%	0.0%
ICT professionals & technicians	10.7%	5.5%	11.1%	10.4%	4.7%
Information professionals	6.0%	6.5%	12.3%	7.6%	5.5%
Inspectors & regulatory officers	9.4%	5.1%	5.7%	6.7%	0.0%
Legal, HR & finance professionals	9.0%	4.5%	4.2%	5.9%	0.0%
Managers	4.0%	3.7%	10.7%	26.9%	23.5%
Policy analyst	10.6%	1.3%	1.3%	-	-
Social, health & education workers	8.8%	42.1%	36.6%	2.8%	2.6%
Others not elsewhere included	2.5%	0.1%	0.4%	-	-