

New Zealand Film Commission - Gender Pay Action Plan

The New Zealand Film Commission (NZFC) is committed to ensuring all our people can achieve their full potential, by fostering a work environment free from all gender and ethnic-based inequalities, in line with the Public Service and the Public Service Action Plan 2022-2024. We are equally committed to creating a fairer workplace for all, including disabled people and members of rainbow communities.

Who Are Our People?

Our strength is in our people. We offer a diverse and inclusive workplace where everyone can contribute.

Our workforce profile as at June 2022:

- 75% of our workforce is female/25% male
- 55% of our leaders are female/45% male
- Gender Identity:
 - Female 75%
 - Male 22.5%
 - Gender Diverse 2.5%

Our ethnic profile as at June 2022:

- 88% European/Pākehā
- 23% Māori
- 8% Asian
- 3% Pacifica

Flexible arrangements are available to 100% of our staff irrespective of gender, ethnicity, age, or parental obligations. Hybrid working has been adopted by many of our staff.

Understanding Our Pay Gaps

The New Zealand Film Commission currently has 57 employees (permanent and fixed term, full time, part-time) as per our last annual report.

Because we have less than 100 employees our size means we do not meet the threshold to produce meaningful gender pay gap statistics and our analysis is therefore used as an indicator only. Any change in our staff could impact on our gender data.

Our data shows we currently do not have gender or ethnicity pay gaps for people doing similar roles.

Remuneration is based on job sizing and market data provided by an independent external provider. This ensures we pay our staff fairly for the work they do and the skills they bring. We are also mindful that when employing new staff we do not introduce any pay inequities.

We are realistic and will prioritise areas where we think we need to do the most work.

About Us

Te Tumu Whakaata Taonga The New Zealand Film Commission (NZFC) is an Autonomous Crown Entity operating under the New Zealand Film Commission

Act 1978 and the Crown Entities Act. The NZFC has a statutory responsibility “to encourage, participate, and assist in the making, promotion, distribution and exhibition of films” and is funded by the Ministry for Arts, Culture and Heritage (MCH), the Ministry of Business, Innovation and Employment (MBIE) and the New Zealand Lottery Grants Board (LGB).

Our Vision, Mission, and Values

MATAKITE / VISION:

He poi poi i ngā kaitātaki pūrākau kia puta ai he taonga tūturu mō Aotearoa.

To champion exceptional storytellers to create enduring taonga for Aotearoa.

KAUPAPA / MISSION:

He whakakaha, he tō mai hoki i te huhua o ngā kiriata ahurei mā ngā momo kaimātakitaki katoa.

To empower and attract distinctive and diverse screen productions for all audiences.

NGĀ UARA / VALUES:

- Ko te auaha te mea nui mō tātou
- Tūkua mā te mahi ngaio me te tika mā te katoa, e ārahi, i te taha mahi, i te taha tūmanako
- Tūkua mā te māia tātou e whakahihiri
- Ko te hiranga tā tātou e whai nei
- He whai painga te kanorau mā te katoa
- Ko te ahurea me ngā taonga tuku iho tō tātou pūtake
- Creativity is at the heart of what we do
- Professionalism and fairness drive how we act and what we expect
- Courage is what inspires us
- Excellence is what we strive for
- Diversity and Inclusion is good for everyone
- Culture and heritage are what shape us

Kia Toipoto Goals and Focus Areas

Kia Toipoto builds on the achievements and success of the Public Service Gender Pay Gap Action Plan 2018-2021. It is, however, even more ambitious. Kia Toipoto’s three-year goals are to:

- Make substantial progress toward closing gender, Māori, Pacific, and ethnic pay gaps.
- Accelerate progress for wāhine Māori, Pacific women, and women from ethnic communities.
- Create fairer workplaces for all, including disabled people and members of rainbow communities.

There are five Kia Toipoto focus areas. These are:

- Equitable pay outcomes
- Leadership and representation
- Effective career and leadership development
- Eliminating all forms of bias and discrimination
- Transparency

Developing our Pay Gap Action Plan

NZFC is committed to achieving Kia Toipoto’s goals and milestones. As a small organisation, we engage with our staff frequently and ensure their voices are heard. Their input has been instrumental in NZFC being diverse and inclusive. Our organisation is committed to reducing pay gaps and delivering on this plan.

Our focus in 2023/24 will be to continue to work with our people to achieve the milestones outlined in this plan and to build on this work 2025 and beyond.

Our commitment for 23/24 includes:

- Continuing to offer flexible working and hybrid working options for all staff.
- Completing full job sizing for all roles at the NZFC to ensure that all staff regardless of gender are paid fairly and equitably.
- Maintaining our commitment to having an inclusive workplace.
- Ensuring that everyone has equal opportunities for recruitment, development, and promotion.
 - The right person recruited for the right role based on merit. This is regardless of differences such as gender, ethnicity, age, disability, family status, and more.
- Continuing to raise awareness of bias and developing tools to help translate awareness into behaviour change:
 - Provide unconscious bias training to all staff annually.
 - Continue to increase our cultural competence and Māori capability.

We are realistic and know we cannot achieve everything at once. We will prioritise areas where we think we need to do the most work.

Embedding the Kia Toipoto focus areas

Kia Toipoto focus area	What will we do to embed this focus area 2023/24	What will success look like?
Ngā Hua Tōkeke mō te Utu Equitable pay outcomes	<ul style="list-style-type: none"> In 2023 a full job sizing project will be initiated with Strategic Pay. Alongside the job sizing project all job descriptions will be reviewed and updated to ensure consistency, i.e. content is correct and gender neutral. Continue to focus on pay equity when conducting salary reviews and recruiting new staff. Our People & Culture team will continue to provide active and early advice, and continue to monitor that starting salaries are fair and equitable and not influenced by gender, ethnicity or any other biases. 	<ul style="list-style-type: none"> No unjustified pay gaps for people doing similar roles.
Te whakakore i te katoa o ngā momo whakatoihara, haukume anō hoki Eliminating all forms of bias and discrimination.	<ul style="list-style-type: none"> Embed an annual review of HR policies. Continually work towards creating a culture of inclusion where our people feel valued, can thrive, and feel they can belong. Provide annual refresher training to all staff on unconscious bias and include this as part of our induction programme. Continue to offer te reo lessons to all staff. Further develop Māori Capability learning that provides a comfortable to competent level of understanding for all our leaders and staff by 2024 and beyond. 	<ul style="list-style-type: none"> Our policies, systems and processes are bias free, and have inclusive language.
Te whai kanohi i ngā taumata katoa Leadership and Representation	<ul style="list-style-type: none"> Continue to work towards removing barriers to obtaining leadership positions including gender or ethnic bias. We will review our recruitment process and policy to identify further ways to attract a more diverse pool of candidates. Focus on career pathways and internal progressions. Continue to support Māori staff to access training that enables them to achieve their career development aspirations. 	<ul style="list-style-type: none"> Increase diversity in our workforce and in leadership roles.
Te Whakawhanaketanga i te Aramahi Effective career and leadership development	<ul style="list-style-type: none"> Develop a new performance framework where we encourage people to own their performance and development. Ensure our people leaders create individual development plans for themselves and their staff. Ensure career progression, training and development opportunities are open to part-time employees and those on parental leave. Take learnings from exit interview discussions using the information to better our career development opportunities for staff and to improve how we work. 	<ul style="list-style-type: none"> We will evaluate and report on the effectiveness of career progression, training, and development programmes.
Te Pono Transparency	<ul style="list-style-type: none"> Continue to engage with all staff, as we implement Kia Toipoto. Embed an annual review of the gender pay gap action plan. 	<ul style="list-style-type: none"> Annual gender pay action plan is published.
Te Taunoa o te Mahi Pīngore Flexible Work by Default	<ul style="list-style-type: none"> Continue to embed our hybrid work policy and practices including the Flexible-By-Default practice and see how this can be embedded alongside. Continue to support and encourage people and managers to build a positive culture and to help change perspectives around flexible and hybrid working. Review how work opportunities can be allocated to those with flexible work arrangements, so that those who are part-time, for example, are still able to access development opportunities. Align our office accommodation to the way we want to work. 	<ul style="list-style-type: none"> Leaders and staff feel supported to be able to work flexibly. We will ensure any amended approach to support hybrid and/or flexible by default working policies does not negatively impact career progression or pay.