



# Te Tumu Whakaata Taonga New Zealand Film Commission Pay Equity Action Plan

February 2024

## 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).

## Who Are Our People?

Our strength is in our people. As part of Te Rautaki Māori and He Ara Whakaurunga Kanorau, Diversity and Inclusion Strategy, the NZFC is committed to reflecting and representing the diversity of the communities we service across our teams. Part of this commitment is being transparent about the makeup of our workforce. The diversity of our workforce is published in each annual report with information about gender, ethnicity, age, and disability.

## Understanding Our Pay Gaps

To understand our pay gap, we have used a formula which follows StatsNZ average hourly earnings methodology. The table below shows the Gender Pay Gap as at June 2023 and January 2024.

|                | 30 June 2023 |        | 31 January 2024 |        |
|----------------|--------------|--------|-----------------|--------|
|                | FTE          | Mean   | FTE             | Mean   |
| Female         | 41.66        | \$52.3 | 40.84           | \$54.3 |
| Male           | 8.84         | \$55.2 | 5.9             | \$56.2 |
| Gender Pay Gap | 5.34%        |        | 3.38%           |        |

This data shows that men are paid, on average, more than females at the NZFC.

The NZFC has not yet undertaken analysis of the ethnic pay gap.

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.

## Kia Toipoto Goals and Focus Areas

Kia Toipoto, the Public Service Pay Gaps Action Plan 2021-24 is a comprehensive set of actions to help close gender, Māori, Pacific and ethnic pay gaps in the Public Service. 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 is six 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
- Flexible work by default

## Developing our Pay Equity Action Plan

The NZFC Pay Equity Action Plan aligns with Te Rautaki Māori Strategy and He Ara Whakaurunga Kanorau, Diversity and Inclusion Strategy.

Our commitments include:

- Continuing to offer flexible working and hybrid working options for all staff.
- Completing full job sizing for all roles to ensure that staff are paid fairly and equitably.
- Upholding the principles of Te Tiriti, NZFC Te Rautaki Māori Strategy and He Ara Whakaurunga Kanorau, Diversity and Inclusion Strategy.
- Increasing our cultural competency and Māori capability.
- Ensuring that everyone has equal opportunities for recruitment, development and promotion.
- Implementing processes to ensure we get a wide pool of candidates and mitigate bias in recruitment.
- Continuing to raise awareness of bias and developing tools to help translate awareness into behaviour change.
- Providing unconscious bias training staff to all staff annually.

## Embedding the Kia Toipoto focus areas

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

