



# Summary: Pay gap report and diversity and inclusion plan



**Published: November 2023**

# What you will find in this document

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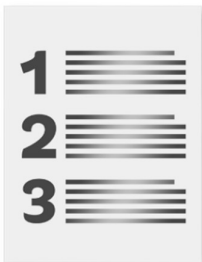


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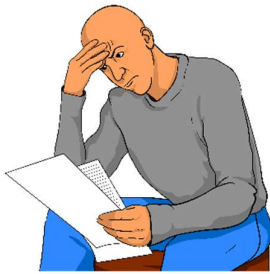


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# Before you start



This is a long document.



It can be hard to read a document this long.



Some things you can do to make it easier are:

- read it a few pages at a time
- set aside some quiet time to look at it
- have someone read it with you to support you to understand it.



# What is this document about?



This Easy Read document is **summary** from Whaikaha – Ministry of Disabled People of:

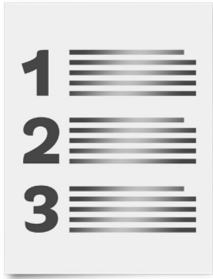
- their diversity and inclusion plan
- their pay gap report.



You will find the information about diversity and inclusion on **pages 14 to 17**.



You will find the information about the pay gap report on **pages 18 to 27**.



### A summary:

- is shorter than the main report
- tells you the main ideas.



In this document **Whaikaha – Ministry of Disabled People** is called **Whaikaha**.



The full report / plan can be found at this website:

**[www.whaikaha.govt.nz](http://www.whaikaha.govt.nz)**

# What are diversity and inclusion?



In the summary Whaikaha talks about their **diversity and inclusion plan**.

A **diversity and inclusion plan** is a plan to make sure a workplace has people of different:

- genders
- ethnicities
- disabilities.



**Diversity** means people are not all the same.



**Inclusion** means everyone can take part.

# What is a pay gap?



In the summary Whaikaha talks about their **pay gap** report.



A **pay gap** is when people are paid different amounts of money for the same job because of differences like:

- **gender**
- **ethnicity**
- **disability.**

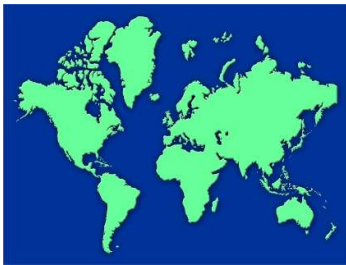
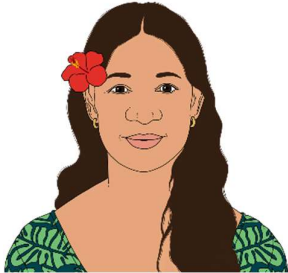






## Gender is if you are a:

- woman
- man
- gender diverse person like:
  - non-binary
  - agender
  - takatāpui.



## Ethnicity means your:

- race like:
  - Māori
  - Samoan
  - New Zealand European
- background like whether you:
  - were born in Aotearoa New Zealand
  - moved to Aotearoa New Zealand from another country.

Pay gaps can show where a group of people may be treated in a different way at work.

# What did Whaikaha want to know?



Whaikaha wanted to know if:

- they had lots of different kinds of people working for them
- they were paying their workers fairly.



This was the first time Whaikaha looked for this information.



They wanted to know this information so they could:

- get better at including different people.
- pay people a fair amount for their work.



## What rules did Whaikaha use?

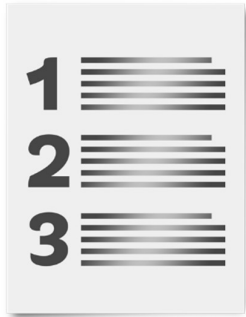


To figure out what Whaikaha needed to know they used the goals from **Te Kawa Mataaho – Public Service Commission**.



**Te Kawa Mataaho**  
Public Service Commission

In this document **Te Kawa Mataaho – Public Service Commission** will be called the **Public Service Commission**.



## The **Public Service Commission**

supports the Government to:

- carry out:
  - plans
  - rules
- make sure everybody in Aotearoa New Zealand can get the services they need.



Whaikaha used the Public Service Commission goals of:

- **Kia Toipoto**
- **Papa Pounamu.**



**Kia Toipoto** is things that can be done to close pay gaps for people working in the public service / government services.



You can find out more about Kia  
Toipoto on the Public Service  
Commission website:

[tinyurl.com/2hcmrrnc](https://tinyurl.com/2hcmrrnc)



**Papa Pounamu** is the programme  
used to make sure lots of different  
kinds of people work in the public  
service.



You can find out more about Papa  
Pounamu on the Public Service  
Commission **website**:

[tinyurl.com/3y6t2xz5](https://tinyurl.com/3y6t2xz5)

# Who works for Whaikaha?



Whaikaha got the **data** for the report about their workers on 1 September 2023.



**Data** is sets of:

- information
- numbers.



Whaikaha have 1 hundred and 94 people working for them.



Out of every 1 hundred people who work for Whaikaha 70 of them are women.

Out of every 1 hundred people working for Whaikaha:



- about 78 are European

- 19 are Māori

- about 8 are Asian

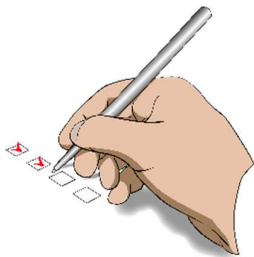
- about 7 are Pacific

- about 3 are:

- Middle Eastern

- Latin American

- African.



Some people might say they are more than 1 ethnicity.

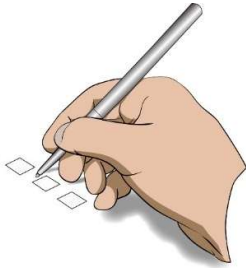




68 people who work for Whaikaha **self-identify** as disabled.



**Self-identify** means saying you belong to a group of people.



31 people chose not to say if they were disabled.

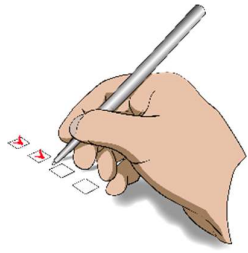
Whaikaha left out the information of these 31 people.



They did this because it is not right to guess if people are disabled.



This is a rule Kia Toipoto says is important.



Whaikaha will ask people about their information again in the **future** just in case anything has changed.



The **future** is a time that has not happened yet.



This is so Whaikaha can make sure they have the right information.

# What are the pay gaps at Whaikaha?



Kia Toipoto rules say Whaikaha need to **compare** groups of 20 people or more.



**Compare** means to look at things in different groups that are the:

- same
- different.



Using the Kia Toipoto rules Whaikaha were able to report on pay gaps for:

- gender
- Māori
- disabled people.





For every 1 hundred people working at Whaikaha about 10 people may have been paid differently because of their gender.



For every 1 hundred people working for the public service in 2022 about 8 may have been paid differently because of their gender.



For every 1 hundred people working at Whaikaha about 5 may have been paid differently because they were Māori.



For every 1 hundred people working in the Public Service about 7 may have been paid differently because they were Māori.



For every 1 hundred people working for Whaikaha about 8 may have been paid differently because they were disabled.



The Public Service Commission does not know what the pay gap is for disabled people.



Whaikaha will have to do more work to figure out if these pay gaps are because of:

- gender
- ethnicity
- disability.

## What will they do about the pay gaps?



Whaikaha knows they need to find out why these pay gaps are happening.



Whaikaha will make a **pay gap action plan**.

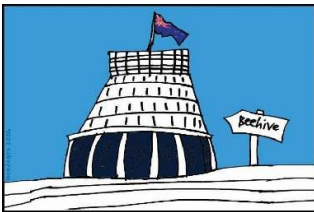


A **pay gap action plan** is the things Whaikaha will do to make their pay gaps smaller.

Whaikaha knows they have different pay problems because:



- Whaikaha was created in 2022
- their workers came from different places in the Government
- their workers have different **pay agreements**.



Here **pay agreements** means the rules workers have for:

- how much they get paid
- how they do their work.



Whaikaha thinks the old agreements may make pay gaps look different to what they really are.



Whaikaha will look at these differences more.

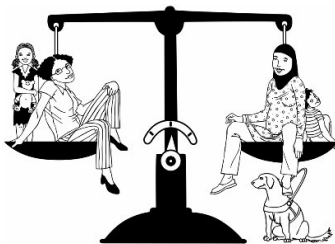


Whaikaha will think hard about rules for fair pay that work for everyone.



Whaikaha knows that when making the rules to fix pay gaps it is important to think about:

- fairness
- **equity.**



**Equity** means everyone gets what they need to live a good life.

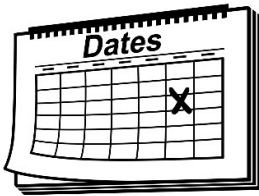




Whaikaha will also talk to their workers about what they think is fair pay.



All this work is hard.



Whaikaha thinks all this work may take up to 2 years to do.

# Who is working to fix the pay gaps?



The people at Whaikaha working on the pay gap action plan are the **Remuneration Working Group**.



**Remuneration** means the pay you get for work.



A **Remuneration Working Group** is a group of people researching things to do with pay.



The Remuneration Working Group will talk to people about:

- making the rules for fair pay
- the fair pay action plan.



The Remuneration Working Group will do this during:

- 2023
- 2024.

The Remuneration Working Group think it is important to talk with:



- the workers at Whaikaha
- the **Public Service Association**.

The **Public Service Association** is the **union** that supports public service workers in Aotearoa New Zealand.



A **union** is a group workers can join that supports them to be treated fairly at work.

The **Deputy Chief Executive People and Culture** at Whaikaha is the person who is making sure the fair pay action plan happens.



The **Deputy Chief Executive People and Culture** is:

- 1 of a team in charge
- the person in charge of **People and Culture** at Whaikaha.



**People and Culture** is a group at Whaikaha that makes sure all kinds of people get to work with them.

# How to contact Whaikaha

You can contact Whaikaha by:



- email at:

**contact@whaikaha.govt.nz**



- phone on:

**0800 566 601**



- text on:

**4206**



You can find more about how to contact Whaikaha on their website at:

**[www.whaikaha.govt.nz/contact-us](http://www.whaikaha.govt.nz/contact-us)**



If you find it hard to use the phone the **New Zealand Relay** service is for people who are:

- Deaf / hard of hearing
- deafblind
- speech impaired / find it hard to talk.



You can find out more about the New Zealand Relay service at:

**[www.nzrelay.co.nz](http://www.nzrelay.co.nz)**

This information has been written by  
Whaikaha – Ministry of Disabled  
People.



It has been translated into Easy Read  
by the Make it Easy Kia Māmā Mai  
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Ngā Tāngata Tuatahi.



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