MBIE Gender Pay Action Plan

September 2020

We have aligned our 2020 plan to reflect the MBIE values and re-focused our plan into four key phases

Audit

Audit our current gender pay actions and reporting, and understand what actions our employees want to see in the future

Awareness

Build awareness of MBIE's gender pay gap and our action plan among employees and managers through information and engagement opportunities

Sustainability



Ensure the changes we are creating are sustainable through revised policies and processes

Define our priority actions for 2020 and 2021, to enable delivery of our plan

MBIE's Gender Pay Action Plan Summary

The Government has committed to addressing the gender pay gap in the Public Service

In 2018, the Government published five gender pay principles the state sector is expected to comply with, along with a number of actions and milestones in the Gender Pay Gap Action Plan.

Both of these initiatives are intended to encourage public sector agencies to work in collaboration with central agencies and unions to take action regarding their gender pay gap, and to encourage accountability for these actions.







2019

Since the drafting of the Gender Pay Action Plan in October 2018,

MBIE's gender pay gap decreased by

Part of this was the impact of the

CAPP implementation.

3.2%

2020

Engage with employees to understand the *drivers* behind MBIE's gender pay gap Implement the I&D Recruitment Plan

Implement CAPP phase 2

Develop a consistent and fair gender pay assessment approach

Create awareness about MBIE's Gender Pay Action Plan

Review policies to remove potential bias

Analyse remuneration in like roles

Review access to overtime

Review processes to remove potential bias including:

- Recruitment and appointment
- Performance
- Promotions/progression
- Parental leave





We have achieved equal representation of women and men in leadership (Tier 1 to 3).



SPIRIT OF SERVICE





including:

- Flexible working policy
- Leave policy

2021