



Kia Tū Ranga – Pay Gap Action Plan Timeline

	2018		2019				2020				2021				2022*				2023			
MBIE Gender Pay Gap	16.40%			15.70%	15.60%		14.60%				13.60%	13.20%	11.46%	11.10%	11.30%	12%	13.20%					
(20.2% in 2016)																						
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Pay Gap Action Planning	MBIE's first Gender Pay Action Plan developed	Gender Pay Action Group established (with PSA)								Gender Pay Action Group initiated focus on ethnic pay gaps								Kia Toipoto - Public Service Pay Gaps Action Plan guidance released	MBIE's Pay Gap Action Plan developed	Re-establish - Pay Gap Action Group (with PSA)		
Initiatives introduced to reduce the pay gap				Flexible Working by Default introduced		Career & Pay Progression (CAPP) Framework introduced		MBIE Gender Pay Gap dashboard reporting developed	First Career Progression (CAPP) round		Increased diversity on interview panels required	Line-by-line review of pay MBIE Pay Gap dashboard - Ethnicity	HRIS ethnicity aligned with Statistics NZ Career Progression monitoring of gender and ethnicity outcomes	Remuneration comparator tool pro-type developed			Recruitment Review Career Progression Review	Plan for increasing employee disclosure of all ethnicities	Recruitment review processes and outcomes to ensure cultural inclusivity	Implement Career Progression review recommendations	Develop Group and Branch Pay Gap dashboards Roll out the remuneration comparator tool	Embed and monitor policies and practices
Engagement with our communities		MBIE employee experience sprint			Pasifika employee experience sprint	Tangata Whenua employee experience sprint			Rainbow employee experience sprint					Asian employee experience sprint				Enable employee experience sprint (disability, neurodiversity, chronic illness or mental health)				
Leadership and Culture				Skills Pledge investment in training and development announced	Mana Aki programme - Building Cultural Awareness introduced	Conversations that Matter course introduced					Beyond Diversity - Courageous conversations about race introduced			Whāinga Amorangi (Māori-Crown Relations) launched				Review Wellbeing, Health & Safety strategy for outcomes that support our diverse communities	Whāinga Amorangi - building individual capability Strengthen talent management processes to include a diversity lens		Define leadership at MBIE and people leader expectations	

* MIQ was established in 2020, which coincided with the introduction of many of the gender pay gap initiatives. As a consequence it had a relatively low pay gap which positively contributed to the reduction. MIQ was scaled back in mid-2022 resulting in reversing some of the gains made.

[Kia Tū Ranga - Pay Gap Action Plan 2022](#)