

NZ Police Gender Pay Gap Action Plan 2020-2021



FOCUS AREA	ACTION
1 Recruitment & Attrition	<ul style="list-style-type: none"> a) Continue work to achieve constabulary recruitment targets of 50% women and 25% Māori, 9% Pacific and 15% Asian. b) Monitor attrition rates to ensure equity across all genders and ethnic groups, and respond if there is a disparity.
2 Promotion & Development	<ul style="list-style-type: none"> c) Grow availability and access to development for women in Police with a focus on Māori, Pacific and Ethnic women. d) Support and enable promotion of women affected by historic lower promotion rates (constabulary women with longer service levels). e) Improve access and support development of Police employees (non-constabulary).
3 Specialist Groups	<ul style="list-style-type: none"> f) Increase the number of women in specialist groups. g) Increase Māori, Pacific and Ethnic representation in specialist groups.
4 Flexible Working	<ul style="list-style-type: none"> h) Deliver the flexible working programme of work
5 Mitigating Bias	<ul style="list-style-type: none"> i) Deliver the Be Fair work programme.
6 Pay Equity	<ul style="list-style-type: none"> j) Identify any internal pay equity issues through organisational networks and make recommendations to address these. k) Work with other agencies to reach a resolution to the State Sector pay equity claim for administrative work. l) Respond to any future pay equity claims that include Police as a respondent.
7 Engage & Enable	<ul style="list-style-type: none"> m) Consult with diverse networks to identify emerging issues and enable our people to contribute to solutions.
8 Review & Report	<ul style="list-style-type: none"> n) Routinely review and respond to emerging issues. o) Publish action plan internally and on external website. p) Report to the Police Organisational Capability Governance Group six-monthly on progress.