

Gender Pay Gap Data Analysis 2020

To be read in conjunction with the Action Plan 2020 document.



Acknowledgements

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Acknowledgements

In developing this plan, we referred to the two foundational gender pay documents recommended - the Gender Pay Principles and the Public Service Gender Pay Gap Action Plan. Our plan follows the high-level template provided by SSC and the measurements and actions in the plan are aligned with the key areas of focus outlined in the Public Service Gender Pay Gap Action Plan.

Disclaimer

Ethnicity data is only accurate to those employees who have disclosed ethnicity; Further to this, employees may disclose more than one ethnicity. Pacific and Māori data is compared against all female/male employees of other ethnicities, including those whom have not disclosed their ethnicity.

Please note that we have found some inconsistencies in the ANZSCO coding in our database. Employees who are on secondment are not included in data sets that reference position titles or ANZSCO codes, this is due to the data being based on FTE Salary only (no allowances included).

Previously provided data (2018) is no longer available for us to access and we are unable to confirm if data has been calculated in the same way.

Some data is not included in our Data Analysis as it does not meet the robustness threshold advised by Stats NZ; The data below this threshold is referenced in the plan as “indicative only”. A full list of the excluded data sets is included at the end of this document.

Publication status

Published 15 July 2020



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1. All Org

74.9% of employees¹ at Oranga Tamariki identify as female while 24.9% identify as male.

0.2% of employees identify as an alternative option for their gender.

The alternative gender percentage is too small to provide anonymous and statistically robust data analysis, therefore only male and female data analysis is provided, which is in line with SSC guidelines.

	OT 1/12/18	OT 31/12/19²
Females	3209	3322
Males	1025	1106
Gap Mean	-2.62%	-3.11
Gap Median	1.17%	-6.14
% of OT	99.93%	99.77%

2. New Starters

	Starters 1/1/19 - 30/6/19	Starters 1/7/19 - 31/12/19
Females	233	373
Males	84	160
Gap Mean	3.59%	1.70%
Gap Median	2.04%	-8.54%
% of OT	7.14%	12.01%

¹ Employees refers to all permanent and fixed-term staff employed at the date at which the data was collected.

² "OT 31/12/19" reflects the impact of the second phase of the pay equity implementation.

3. By FTE

	Full Time ³	Part Time
Females	2939	383
Males	1059	47
Gap Mean	-2.87%	-6.7%
Gap Median	-4.63%	-12.36%
% of OT	90.09%	9.69%

4. By Age

	20<30	30<40	40<50	50<60	60+
Females	470	706	844	793	505
Males	169	266	277	242	151
Gap Mean	-11.64%	-6.88%	2.21%	-1.24%	0.12%
Gap Median	-19.55%	-9.87%	-1.82%	-7.87%	-11.81%
% of OT	14.4%	21.9%	25.26%	23.32%	14.78%

5. By Tenure

	<5 years	5<10 years	10<15 years	15<20 years	20+ years
Females	1753	558	432	309	270
Males	606	193	143	79	85
Gap Mean	-1.17%	-9.71%	-8.20%	4.44%	2.36%
Gap Median	-5.20%	-15.06%	-21.15%	0.00%	0.00%
% of OT	53.15%	16.92%	12.96%	8.74%	8.00%

³ Full Time is considered either 37 hours and 55 minutes, or 40 hours per week depending on the employees' individual terms and conditions.



6. By Occupational Group (ANZSCO codes)

	Managers	Clerical and Administrative	Information Professionals	Social, Health and Education Workers
Females	129	307	306	2064
Males	53	23	129	704
Gap Mean	10.88%	5.38%	1.16%	-13.50%
Gap Median	9.01%	0.00%	0.00%	-26.24%
% of OT	4.10%	7.44%	9.80%	62.37%

	Other Occupations	Legal, HR and Finance Professionals
Females	56	114
Males	41	33
Gap Mean	-2.86%	4.92%
Gap Median	0.00%	4.41%
% of OT	2.19%	3.31%

8. By Salary Range

	1: \$44,148 - \$55,504	2: Snr & Night Staff \$44,148 - \$54,658	4: Youth Worker \$44,157 - \$64,769	5: \$48,757 - \$73,136	6: Social Worker \$55,000 - \$100,000
Females	421	31	166	100	739
Males	59	84	232	29	140
Gap Mean	-8.36%	1.43%	2.05%	-2.27%	-0.07%
Gap Median	-13.20%	4.16%	2.93%	-4.66%	0.00%
% of OT	10.82%	2.55%	8.97%	2.91%	19.81%

	8: Coordinator \$64,769 - \$82,544	9: Supervisor \$80,216 - \$103,604	10: \$63,885 - \$97,135	11: Senior Practitioner \$83,000 - \$100,000	13: \$72,254 - \$114,519
Females	113	244	147	467	159
Males	85	45	41	64	57
Gap Mean	-1.25%	-0.28%	-1.42%	0.78%	0.59%
Gap Median	0.00%	0.00%	-2.82%	0.00%	-3.20%
% of OT	4.46%	6.51%	4.24%	11.96%	4.87%

	14: \$78,027 - \$120,135	15: \$85,749 - \$131,874	16: \$95,204 - \$142,878	17: \$103,935 - \$157,141
Females	127	67	108	53
Males	54	55	41	25
Gap Mean	0.57%	-9.98%	3.25%	0.33%
Gap Median	-0.19%	-8.98%	-0.33%	1.52%
% of OT	4.08%	2.75%	3.36%	1.76%



Salary groups:

- 1: OTA, OTB, OTC, OTC02
- 2: OT4NA, OT4NS
- 3: OT4NU, OTC4, OTD, OTC03, OTC04
- 4: OT5YW
- 5: OT5EC, OTE, OTC05
- 6: OT1SW
- 7: OT1TH, OT2PS, OT5PC, OTF, OTC06
- 8: OT1CO
- 9: OT1SU
- 10: OT5CL, OTG, OTC07, OTP04
- 11: OT1SP
- 12: OT2PT, OTG1, OMS02
- 13: OT1PL, OTI, OTP05, OTC08
- 14: OTC09, OMS03
- 15: OTC10, OMS04
- 16: OTI07, OMS05
- 17: OTI08, OTP08, OMS06
- 18: OMS07, OIM05
- 19: OSM1, OSM2, OSM3, OSM3a, OSM4, OSM4a

Note there is one employee on OMS08 who is not included in this data set.



9. Pacific peoples compared to Non-Pacific peoples

10.6% of female identifying employees at Oranga Tamariki have disclosed their ethnicity as Pacific and 20.80% of male identifying employees at Oranga Tamariki have disclosed their ethnicity as Pacific.

	Overall	Social Workers	Youth Workers
Non-Pacific men	819	199	138
Average pay	\$85,151	\$88,371	\$56,123
Pacific men	230	37	89
Average pay	\$70,766	\$90,009	\$55,890
Non-Pacific women	2779	1233	121
Average pay	\$85,269	\$89,342	\$55,062
Pacific women	352	140	43
Average pay	\$76,431	\$88,994	\$54,716

10. Māori people compared to Non-Māori people

23.1% of female identifying employees at Oranga Tamariki have disclosed their ethnicity as Māori and 22.78% of male identifying employees at Oranga Tamariki have disclosed their ethnicity as Māori.

	Overall	Social Workers	Youth Workers	Coordinators
Non-Māori men	797	192	156	46
Average pay	\$83,371	\$88,085	\$56,234	\$80,388
Māori men	252	44	71	35
Average pay	\$77,652	\$90,994	\$55,586	\$79,281
Non-Māori women	2364	1040	99	62
Average pay	\$85,355	\$89,346	\$55,218	\$80,861
Māori women	767	333	65	43
Average pay	\$80,946	\$89,185	\$54,596	\$79,694

Data not shown due to robustness threshold not being met:

Table 4. By Age – younger than 20 years of age

Table 6. By Occupational Group (ANZSCO codes) – Policy Analysts

Table 6. By Occupational Group (ANZSCO codes) – ICT Professionals and Technicians

Table 7. Other Groups – Site Managers

Table 7. Other Groups – GM/RMs

Table 8. By Salary Range – 3: \$44,156 - \$64,314

Table 8. By Salary Range – 7: \$55,348 - \$85,966

Table 8. By Salary Range – 12: \$65,329 - \$98,920

Table 8. By Salary Range – 18: \$120,880 - \$181,853

Table 8. By Salary Range – 19: Tier 2-3

Table 9. Pacific peoples compared to Non-Pacific peoples – Coordinators

Table 9. Pacific peoples compared to Non-Pacific peoples – Site Managers

Table 9. Pacific peoples compared to Non-Pacific peoples – Tier 2-3

Table 10. Māori people compared to Non-Māori people – Site Managers

Table 10. Māori people compared to Non-Māori people – Tier 2-3

