

SWRB Pay Equity Plan/ Kia Toipoto

The SWRB's Pay Equity Plan/ Kia Toipoto is part of a comprehensive set of actions to help close gender, Māori, Pacific and other ethnic pay gaps in the Public Service.

Who are we?

The Social Workers Registration Board (SWRB) / Kāhui Whakamana Tauwhiro is a Crown Entity established under the Social Workers Registration Act 2003. The SWRB is Aotearoa's social worker regulator and lead agency for workforce planning for all social workers. Our purpose is to protect the safety of members of the public by ensuring social workers are competent and safe to practise and are accountable for the way in which they practise. We also enhance social workers' professional practice and provide insight into the opportunities and challenges facing the social worker workforce.

Who are our people?

As of 14 April 2023, we have 38 permanent and fixed-term people. Our workforce profile tells us our team is made up of:

- 53% women/ wāhine, 26% male/ tāne, 3% another gender/he ira kē anō (she/they gender fluid) and 20% who have not confirmed their gender.
- 79% New Zealand/ Pākehā, 6% Māori, 20% of another ethnicity and 15% who have not confirmed their ethnicity.

Our values

Our values underpin our plan. We use our values and ethnic and gender pay principles to guide our approach to closing pay gaps.



Matatika

To do what is right and just, ethical, fair, equitable, honest, unbiased, impartial, moral, trustworthy.

We ensure everyone is paid for their skill and contribution to the workplace. We can stand as a fair and ethical workplace.



Manaaki

To look after the dignity of others, to support, to tend to, take care of, protect, look out for, show respect, generosity and kindness towards others.

Our Kia Toipoto plan means we respect and protect all ethnicities and value all as equal.

**Mahitahi**

To work together as one, collaborate, cooperate, co-design, connect, interact, reciprocate, discuss, debate, work in unity with teamwork and synergy.

Embedding this plan into our organisation will allow us to work in unity, all on the same path with the same fair working structures, including pay.

**Māia**

To be bold, brave, capable, confident, courageous, to have endurance, strength, resilience.

Our plan stands against the unconscious bias's and gives us endurance to continue ethnic and gender equality further within our workplace.

Improving cultural competency at the SWRB

He Arapaki – the SWRB's Māori development strategy is being embedded throughout our mahi. Several initiatives help grow our cultural competency, including monthly tikanga sessions, weekly waiata sessions and additional wānanga to develop our understanding of Te Ao Māori.

The Process of developing our Kia Toipoto

How we evaluated our data

The SWRB is a small organisation with 38 employees, with many roles only consisting of one employee. Therefore, it is not statistically robust to calculate and analyse accurately pay data around gender and ethnicity. However, we have made these calculations to see if there are any major outlying differences.

Transparency

The plan has been developed by the HR team and shared with the Senior Leadership Team, employees and unions to capture their feedback before the plan is finalised.

We know further work will be needed to achieve our desired outcomes as stated within the plan. We will continue to revise our plan and implement new practices that will strengthen our plan.

Our leadership team is committed to upholding the pay gap principles, outlined within this document to enable the organisation to thrive in a courageous, inclusive, ethical and respectful way.

What we have found

Gender and ethnicity data has not been held for a number of our employees. We have now introduced questions around gender and ethnicity within our 'new employee information form' to try and capture this information consistently in the future, whilst keeping in mind it is discretionary for the individual to provide this information.

A large percentage of our people are New Zealanders/ Pākehā and only 6% are Māori.

The initial analysis of the data shows all ethnicities are being paid equally across the board, taking in consideration an employee's position when analysing the ethnicities in the minority groups.

Female/wāhine, male/tāne and another gender/he ira kē anō (she/they gender fluid) employees are being paid equally across the board, taking in consideration an employee's position when analysing the genders in the minority groups.

What can we do to continue along the right track?

Initiatives we are going to explore

Initial ideas for consideration to help keep us on track are to:

- Explore ways we can be more conscious about the recruitment of Māori and Pacific Peoples. Are there ways we can make our recruitment process more appealing for Māori and Pacific People to apply for roles within our organisation?
- Look at options for unconscious bias training. What impacts could unconscious bias training have within our workplace? One option would be for all managers and senior employees to complete this training, from there it will be embedded into the induction process for new managers and senior employees.
- Develop a bias mitigation toolkit for use during decision making. The toolkit will help employees examine, report and mitigate discrimination and bias.
- Consider how a culturally appropriate progression policy and progression pathway could be developed internally within our existing performance and development structure, to better support individuals with their development and opportunities to upskill and strive for the next step.

Research we will do going forward

Initial proposals for research to be undertaken to support this work:

- We will classify positions within the organisation into tiers (based on role capabilities, requirements and responsibilities). From there we can look at the pay ranges for these tiers and where gender and ethnicity groups sit within these tiers.

This will give us a greater understanding of our organisation and how we are positioned with pay equity. As we are currently refreshing the organisation's structure, including some changes to roles, this work will not be undertaken until the refresh has been completed.

- We will look at the demographic percentages of our local community taking data from organisations such as StatsNZ and see how they look against the demographic percentages of our workplace.

How do we measure success?

We will capture our data on an annual basis for analysis, collecting data on a specific date each year.

The analysis will use two strategies:

- An overall sweep of the entire organisation to establish and compare the mean and median salary of each ethnicity and gender.
- Analysis of salaries within the proposed tier system to see where gender and ethnic groups are situated pay wise within each tier.

- We will compare our Kai Toipoto/ Pay Equity Plan and statistics with similar organisations to ensure our initiatives are of the highest standards, to enable the equality of all peoples in SWRB.

We will compare each year's outcomes to measure our progress and report the outcomes in our Annual Report

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