

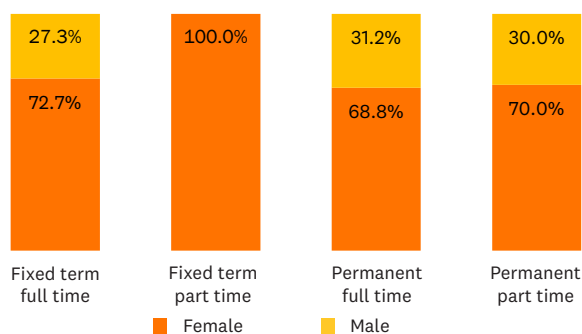
Kia Toipoto at the Electoral Commission

The Electoral Commission, Te Kaitiaki Take Kōwhiri, provides an effective and impartial electoral system that New Zealanders understand and trust. Our people are key to our success. It is important our workforce reflects the diverse makeup of the New Zealand population to build relationships in the communities we service. Our workplace culture and practices create an inclusive environment that aligns to our value of manaakitanga, to support and empower everyone who works for the Commission. As part of this journey, we are committed in our participation of the Public Service Kia Toipoto pay gaps action plan as a Crown Entity.

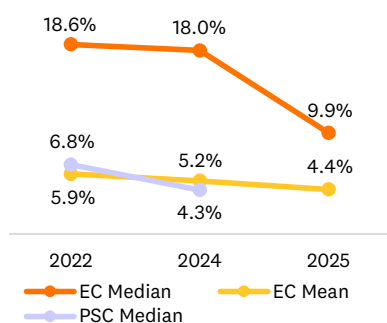
Our Kia Toipoto pay gap action plan 2025/26 is focused on three out of the six Kia Toipoto focus areas, particularly around activities that are already underway and our temporary workforce for General Election 2026. We recognise we are a commission for all New Zealanders and we do that by ensuring our kaimahi workforce reflect the diverse communities in Aotearoa.

Gender

Gender by employment status

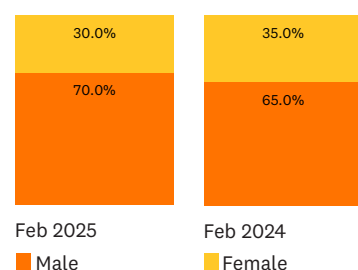


GPG Trends for the Commission



Leaders and representation

Leadership by gender



Our People

- 69.3% women
30.7% men
- 47.8 years is the average age of our kaimahi

Pay Gap

- 4.4% mean | 9.9% median**
Women pay gap to average male pay
- Mean and median Māori pay gap has reduced when compared to all non Māori employees
- Mean Pacific Peoples pay gap has reduced and median Pacific pay gap has increased when compared to non Pacific Peoples employees
- Mean and median Asian, MELAA & other ethnicities pay has reduced compared to all employees

Guidance

Kaimahi | Employees refer to all permanent and fixed-term.
“Pay” refers to employee’s base salary as of 28 February 2025.
Data is as at 28 February 2025.
Data for less than 20 kaimahi has not been reported.

Kia Toipoto focus area 1

Te Pono – Transparency

Poutokomanua: Arataki, Tika

Papa Pounamu priority areas:

Urupare i te Mariu | Addressing bias

By the end of 2025/26, we will increase the diverse range of data we collect of our people in permanent and fixed term roles.

How will we deliver on the action

Leverage our recruitment and onboarding information to collect ethnic data.

Educate our people on how to update their ethnic data on our systems.

Measuring success

1. Collect ethnic data for at least 90% of our people in both permanent and fixed term roles and event roles.
2. Expand our systems to enable our organisation to collect information on disability and rainbow communities to help inform our organisation when creating a more inclusive workplace.
3. Streamline our systems to align ethnic categorisation to Statistics New Zealand classifications.

Kia Toipoto focus area 3

Te whai kanohi i ngā taumata katoa – Leadership and representation

Poutokomanua: Tūhonohono, Arataki

Papa Pounamu priority areas: *Hautūtanga Kākano Rau | Fostering diverse leadership*

Hautūtanga Ngākau Tuwhera | Inclusive leadership

By the end of 2025/26, the Electoral Commission workforce and leadership are substantially more representative of society.

How will we deliver on the action

Focus on a development and career progression opportunities for women, Māori, Pacific Peoples, Asian and other ethnic groups utilise our existing tools, skills, knowledge and expertise of our leadership team.

All committees and working groups have representation from Māori, Pacific Peoples, Asian and other ethnic groups to help inform the work we do.

Recruitment reporting identifies ethnicity of candidates and successful applicants.

Measuring success

4. Managers and emerging leaders attend coaching, mentoring and training sessions to support their leadership capability.
5. Uptake of e-learning Management Essentials programme and a capability framework for permanent and event kaimahi
6. All committee's e.g. Health and Safety will have ethnic representation to help inform the work they do.

Promote activities such as people profiles on our intranet, waiata practice, leading Karakia and acknowledgement of cultural and language weeks.	<p>7. Recruitment activities increase our Māori, Pacific Peoples, Asian and other ethnic groups General Election 2026 workforce to be more representative of the New Zealand population.</p> <p>8. Standardised pay rates for general election managers.</p>
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Kia Toipoto focus area 5

Te whakakore i te katoa o ngā momo whakatohara, haukume anō hoki – Eliminating all forms of bias and discrimination.

Poutokomanua: Manaaki, Uakaha

Papa Pounamu priority areas: *Te Urupare i te Mariu | Addressing bias*

Te āheinga ā-ahurea | Cultural competence

Ngā tūhononga e kōkiritia ana e ngā kaimahi | Employee-led networks

By the end of 2025/26 we will continue to review our policy, guidelines and practices to remove bias.

How will we deliver on the action	Measuring success
<p>Implement policies to remove any potential bias including: - Diversity, Equity and Inclusion - Recruitment, Selection and Appointment.</p> <p>Provide regular support for hiring managers about positive recruitment practices and raising awareness of unconscious bias.</p> <p>Introduce and implement a recruitment plan for our permanent and fixed term kaimahi to attract diversity of applications.</p> <p>Establish Employee Led Networks as part of our Diversity, Equity and Inclusion framework.</p>	<p>9. Our Diversity, Equity and Inclusion policy is implemented.</p> <p>10. Our general election Recruitment Plan reflects our communities</p> <p>11. Promoting leadership roles for Māori and pacific people</p> <p>12. Recruitment will look at ways for our job advertisements, careers site and application process to be more inclusive of gender and rainbow communities.</p> <p>13. Our people will be encouraged to join an Employee Led Network through the public sector groups or supported by our leadership team.</p>