

Our overall staffing numbers have decreased by 5%, as at 30 June 2023 we employed 754 staff, down from 796 in 2022. This is due to finalising our structure post reforms and staff being transferred to Te Whatū Ora. These changes had little impact on our overall demographic profile, with our percentages by gender and ethnicity remaining fairly static.

Current unadjusted GPG figure

(% difference between average female and male salary)

12.6%

up from 10.3% in June 2022

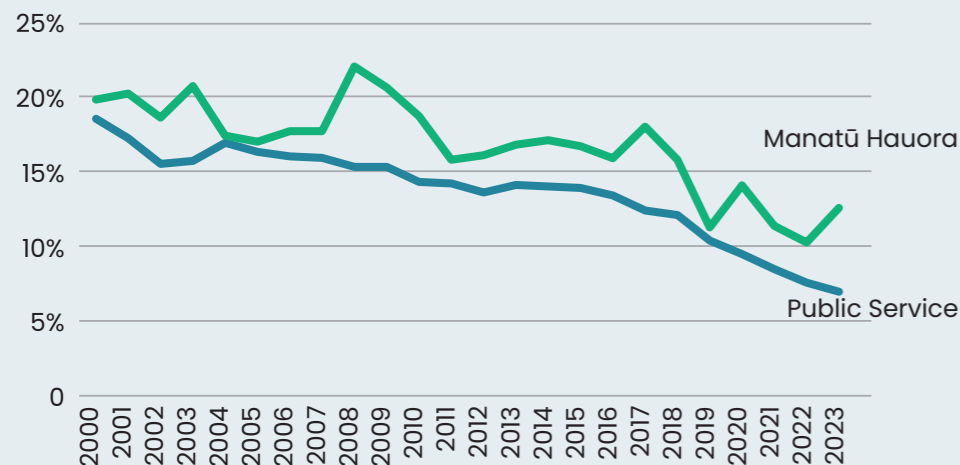
Current adjusted GPG figure

(average by job band)

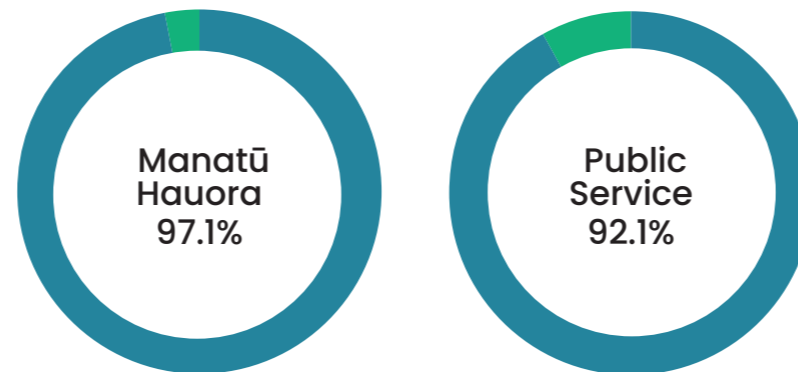
-0.1%

down from -3.2% in June 2022

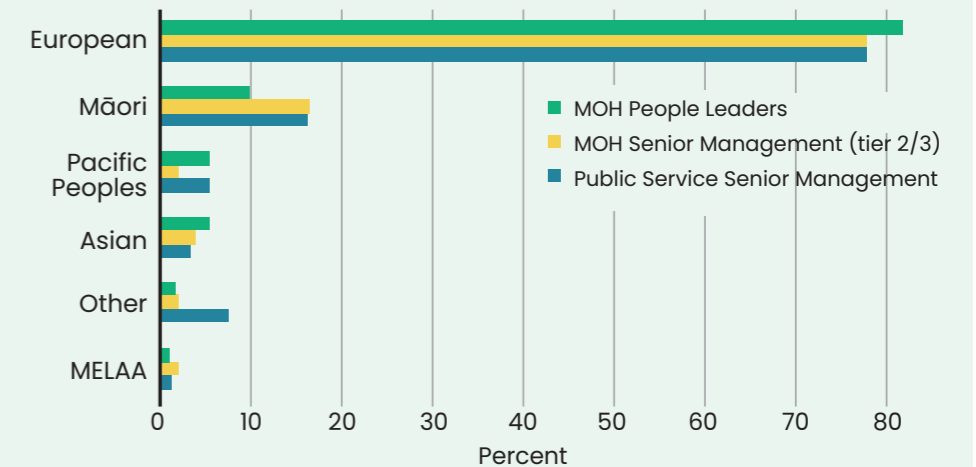
Manatū Hauora GPG v Public Service



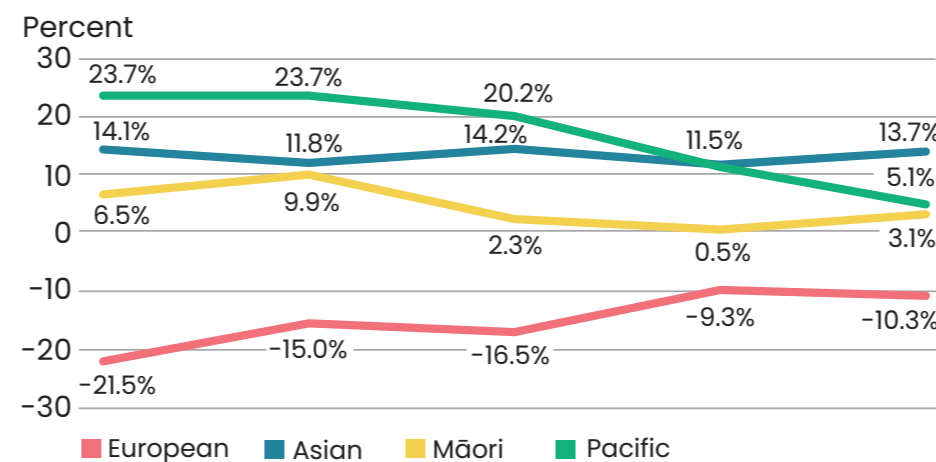
Ethnicity declaration rate



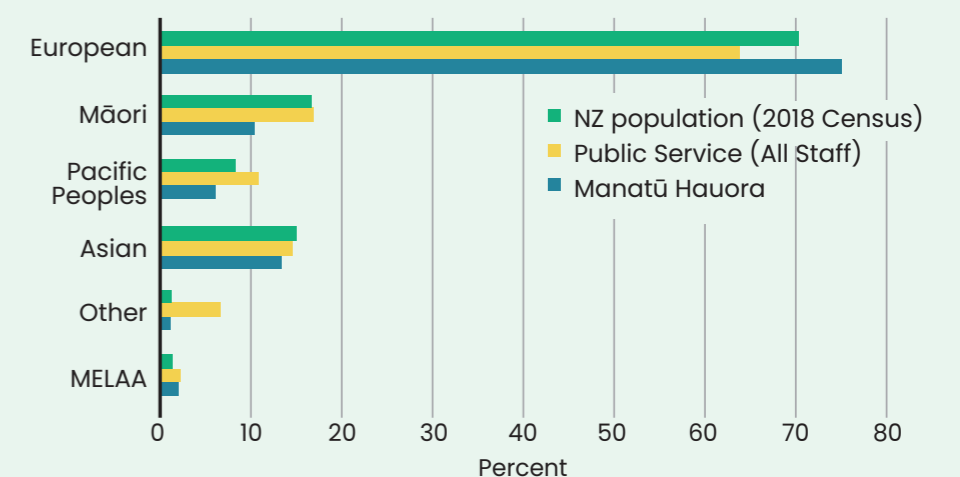
Ethnic breakdown of People Leaders



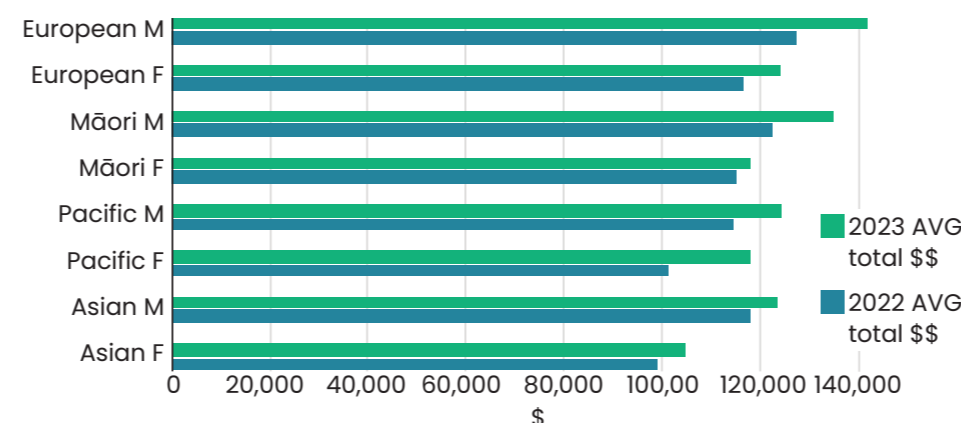
Manatū Hauora ethnic pay gap 2019–2023



Ethnic breakdown – Manatū Hauora v Public Service v New Zealand population



Average salary by ethnicity and gender



Key data analysis/commentary

The Ministry has seen an increase in the unadjusted gender pay gap (% difference between the average female and male salary) and the adjusted gender pay gap (the average of gender pay gaps across all the pay bands). While the Ministry has seen an increase in the adjusted gender pay gap, the gap itself has reduced and has moved closer to 0%.

Staff can nominate up to three ethnicities, and our declaration rate (the % of staff who have provided at least one ethnicity) continues to move closer to 100%.

The pay gap for both Māori and Asian has increased while the Pacific pay gap continues to close.

The Ministry continues to have a representation of at least 50% female at a tier 2/3 leadership level and across all leadership roles.