

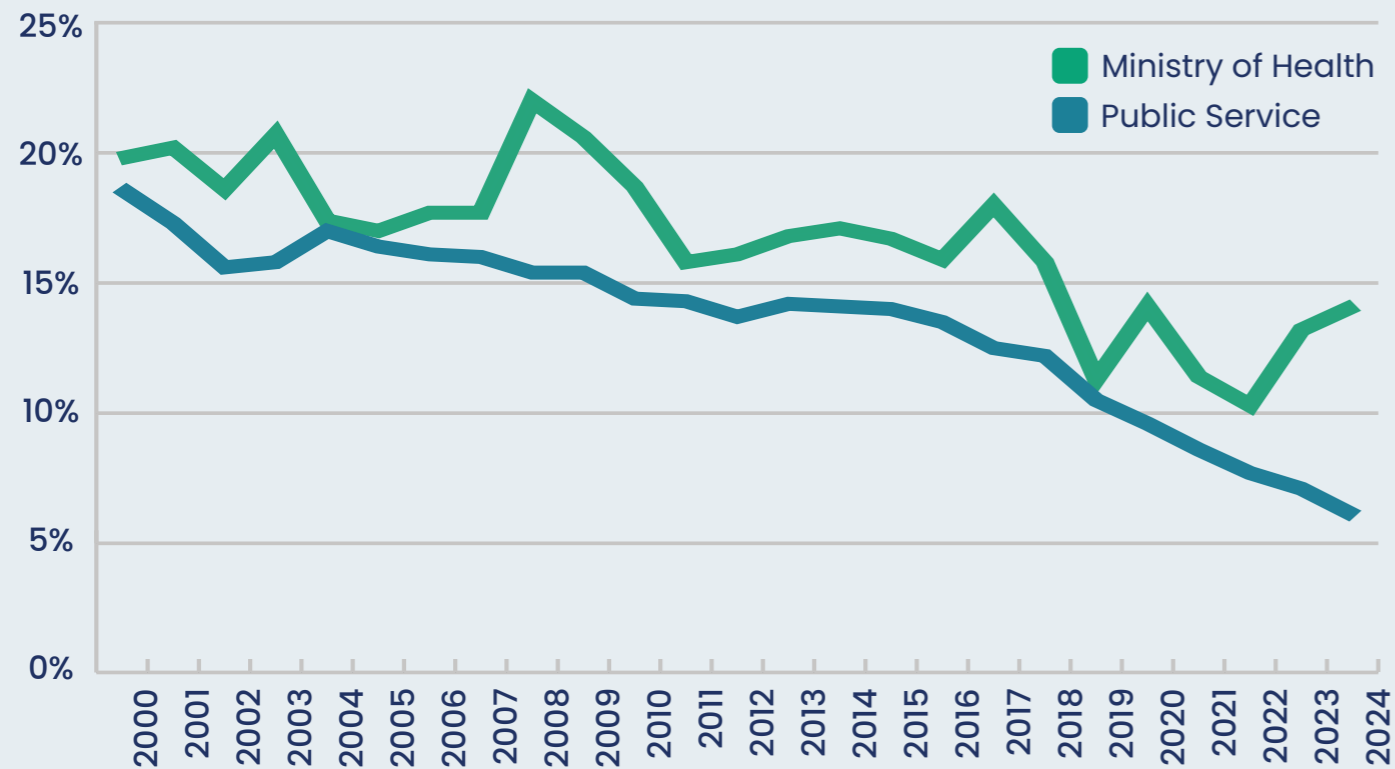
**Current unadjusted Gender Pay Gap figure**  
(% difference between average female and male salary)

**14.1%**  
up from 13.2%  
in June 2023

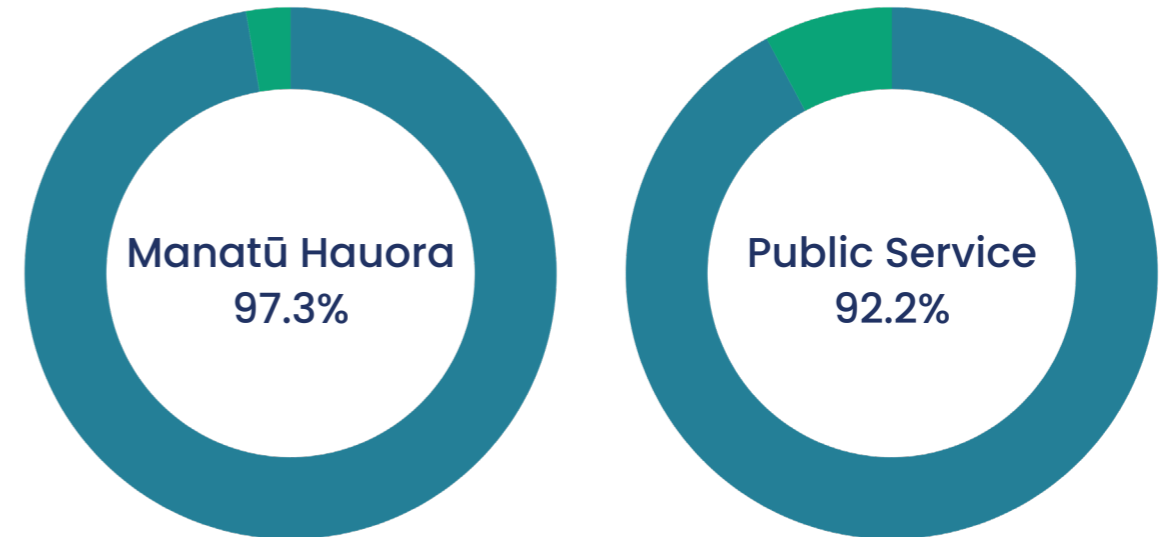
As at 30 June 2024, there were 800 staff employed at the Ministry of Health (up from 754 as at June 2023). This was only a temporary increase with the headcount reducing to 713 employees as at 30 September 2024. This increase in headcount was a result of a decreased unplanned turnover rate in the lead-up to and throughout the 'Future Focused Ministry' change process, along with the transfer of staff into the Ministry following the disestablishment of Te Aka Whai Ora.

This increase in workforce size had minimal impact on our overall demographic breakdown by gender and ethnicity with all group's percentages shifting less than 1.5% in either direction.

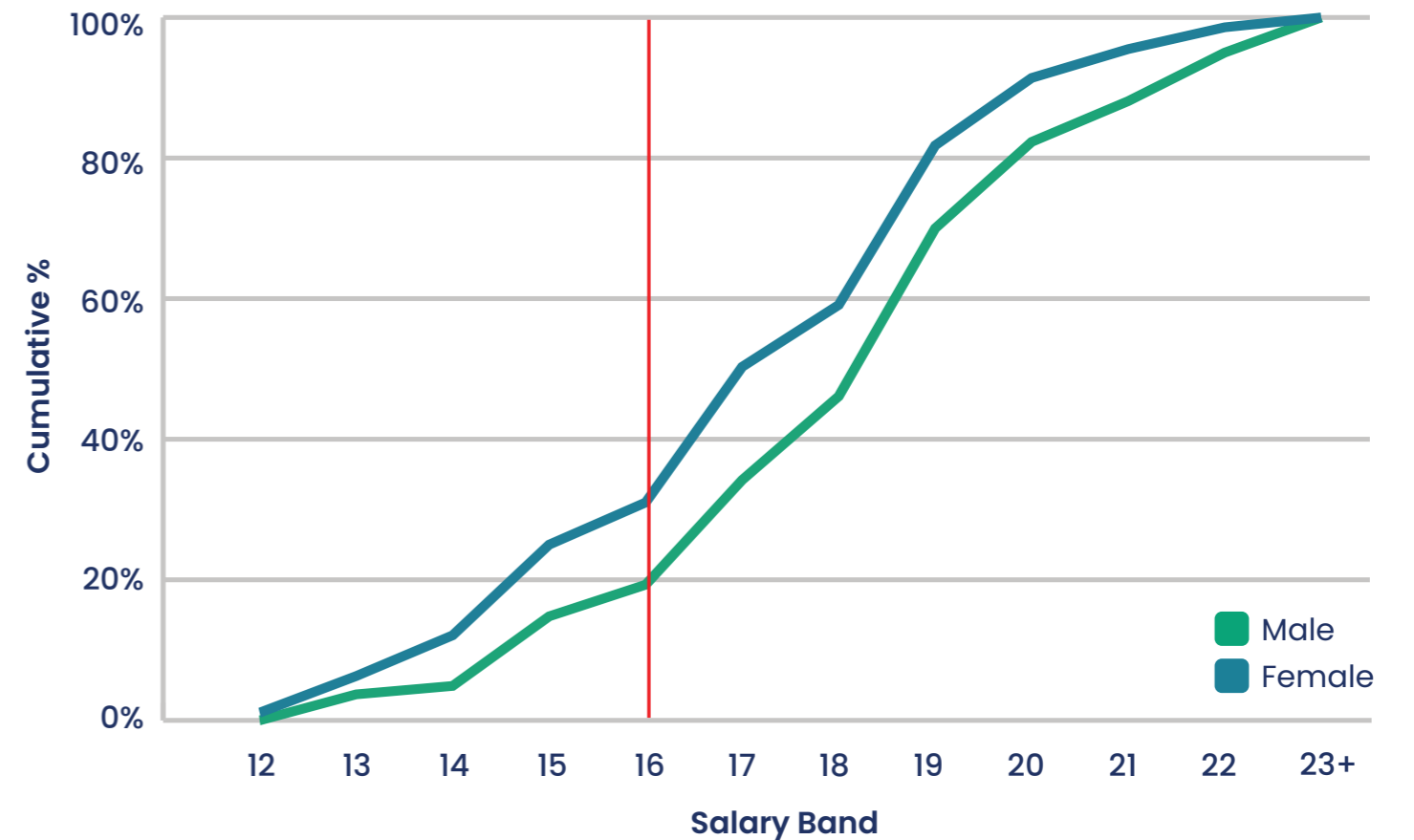
## Ministry of Health GPG v Public Service GPG



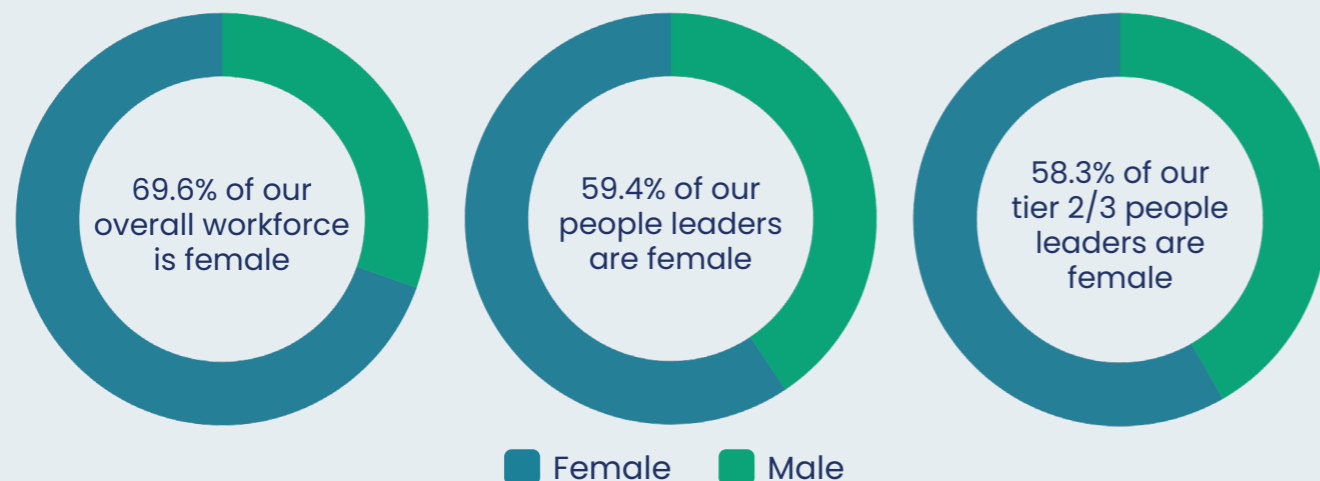
## Ethnicity Declaration Rate



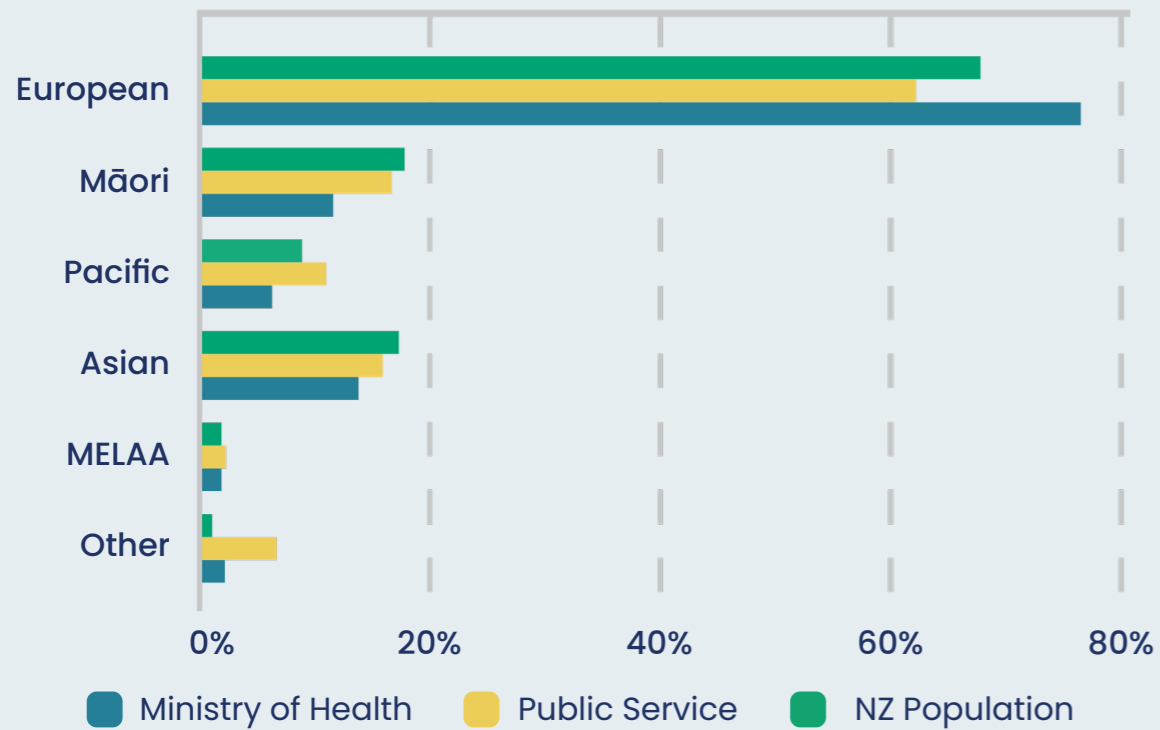
## Proportion of Gender across Salary Bands



The above cumulative graph shows the proportion of the each gender demographic at, or lower than, each pay band. For example, the red line shows that 31.0% of female employees sit in our lower salary bands (bands 12 - 16), compared to 19.3% of male employees.



## Ethnic breakdown – Ministry of Health v Public Service v New Zealand population



## Average salary by ethnicity and gender



## Key data analysis/commentary

While the Ministry has seen an increase in its unadjusted gender pay gap (% difference between the average female and average male salaries), the adjusted gender pay gap (average gender pay gap within individual salary bands) has remained close to zero (-0.2% as at 30 June 2024, compared to -0.1% as at June 2023).

This would suggest one of the main drivers of our pay gap is the demographic composition of the Ministry, coupled with how our employees are represented across pay bands by gender, as shown in the 'Proportion of Gender Across Salary Bands' graph.

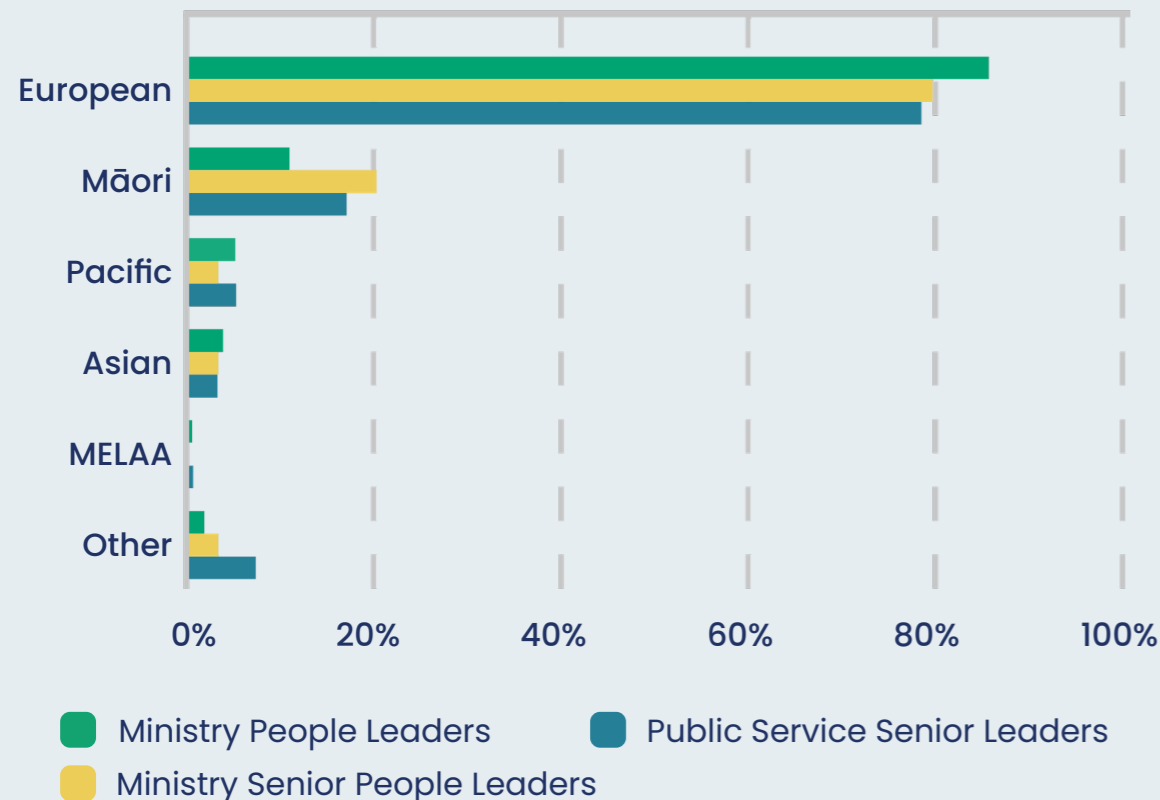
Female representation is highest amongst our lowest pay bands (bands 12 - 16) with 143 (80.8%) of this group identifying as female and 34 (19.2%) identifying as male.

In contrast, at our higher pay bands (bands 20 and above) the proportion of female employees is closer to the Ministry's overall gender representation with 98 (59.4%) identifying as female, and 67 (40.6%) identifying as male.

Employees are able to self-declare up to three ethnicities. The overall declaration rate remains high with 97.3% of Ministry employees declaring at least one ethnicity. As at 30 June 2024, the ethnic pay gaps for Māori, Pacific, and European have continued to close at 1.6%, 3.9%, -8.7% respectively. The Asian pay gap has continued to increase to 17%.

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

## Ethnic breakdown of People Leaders



## Ministry of Health ethnic pay gap 2020-2024

