

Department of the Prime Minister and Cabinet

Empowerment

In the past six years the number of women in all management roles at the Department of the Prime Minister and Cabinet has increased from 18 to 60 percent.

The impressive progress has been led by Chief Executive Andrew Kibblewhite, who has focused on ensuring gender diversity is a priority in hiring, reviewing and training.

The core role of the Department of the Prime Minister and Cabinet (DPMC) is to provide advice and support to the Governor-General, Prime Minister, and Cabinet.

Since Andrew Kibblewhite joined six years ago, DPMC has changed from a small niche department, to one with 250 staff working in nine business units across three cities. DPMC has used this change as an opportunity to prove its commitment to a five-year diversity goal.

“We want to make sure we have a working environment where all employees are valued, included and celebrated for the different perspectives they bring, recognised for the contribution they make and offered equitable access to opportunities to succeed,” says Andrew.

Since 2013, the percentage of women in the senior leadership team has increased from 25 percent to 60 percent, and in senior management roles, from 15 percent to 53 percent. Women now make up 60 percent of managers, up from 18 percent in 2014. This is largely in line with the proportion of female staff across the DPMC, which currently sits at 63 percent.

“We have good reason to believe that these statistics will carry forward, with a pipeline of talented women close to ready for senior leadership roles,” says Andrew.

The DPMC has also committed to reducing its gender pay gap. When Andrew took over in 2012 the department’s gender pay gap was at 25 percent.

Immediately upon taking up the role, he focused on increasing diversity, and the gender pay gap began tracking down, on average by three percent per year. As at January 2018, the gap had reduced to 10.2 percent, lower than the public service pay gap of 12.5 percent.

During a remuneration review in 2017, analysis showed no anomalies identified within the like-for-like roles. In fact, in most grades women were paid slightly higher than men for the same role. Analysis of remuneration decisions made in the 2016/17 year found no statistical difference in the pay increases between men and women, taking into account performance and where in the grade the employee was.



The analysis did, however, show that women were clustered in lower paying jobs. The senior leadership team undertook an exercise to ensure roles are appropriately remunerated, which had the effect of ironing out some inequalities among lower paid employees.

The Chief Executive is a visible presence on all issues and has met with all staff to explain remuneration decisions, the impact on people, and the rationale for them. Andrew has also created a specific email address to ensure staff can contact him to discuss the DPMC's diversity aspirations - or any other issue.

IF YOU WANT MORE INFORMATION,
TOOLS OR RESOURCES TO MAKE
YOUR WORKPLACE MORE INCLUSIVE

Visit diversityworks.nz.org.nz
or call 0800 DIVERSITY (348 377)