

27 May 2021

s9(2)(a)



Thank you for your request of 29 April 2021 to Kāinga Ora – Homes and Communities for the following information under the Official Information Act 1982:

Number of new staff employed each Month year since October 2019 by ethnicity (Non-Maori, Maori), gender, region.

Number of staff employed that earn:

- Under \$74,000;
- \$75,000-\$99,000;
- \$100,000-\$150,000
- Over \$150,001

per annum, by ethnicity (Non-Maori, Maori), gender and region

I have attached the information requested in appendix A. This data is based on staff who have self-reported their cultural and gender information. Later this year Kāinga Ora intends to invite our people to take the opportunity to self-report their ethnic and cultural affiliations as well as disability and gender diversity representation.

You might be interested to know that Kāinga Ora is building a modern workplace, and in recent years we have turned our attention to addressing pay gaps and equity gaps. Some of our initiatives are listed below:

- We have removed performance pay, which was identified as contributing to gender pay gaps.
- We now have one single rate of pay for each position. This has been primarily put in place to significantly reduce, and in some instances completely eliminate, some of our horizontal gender and ethnic pay gaps.
- Our people continue to receive the employer KiwiSaver contribution when on parental leave. This helps reduce the gender pay gap over the long term.
- We pay the greater of average earnings or ordinary earnings on holiday pay for people returning from parental leave.
- We continue to pay medical insurance premiums for our people on parental leave so that they do not lose any pre-existing condition cover.
- We pay two weeks' partner leave and do not require employees to have qualifying service.

- Kāinga Ora works to accommodate flexible work by default requests where practicable and possible.

You might also be interested to know that Kāinga Ora – Homes and Communities has recently established the role of Ringa Raupa Deputy Chief Executive (DCE) Māori. The DCE Māori leads a new Business Unit, Te Kurutao, to advance and facilitate the relationships within and between Kāinga Ora and Iwi/rōpū Māori. This group provides support through a centre of expertise to lift Māori capability. In addition, Kāinga Ora is developing a job-pathway approach to career progression that will support more minorities and women into leadership roles.

Yours sincerely



Rachel Kelly
Manager Government Relations

Appendix A: Number of new Kāinga Ora staff employed since October 2019 by salary, month, year, ethnicity, gender, and region

Year	Month	Region	Salary	Māori			Non-Maori				Ethnicity not specified				Grand Total		
				Female	Male	Maori total	Female	Male	Gender not specified	Non-Maori total	F	M	Gender not specified	Ethnicity not specified total			
2019	October	Auckland and Northland	Over \$150,001	0	0	0	0	1	0	1	0	0	0	0	1		
			\$100,000-\$150,000	0	0	0	0	2	0	2	0	2	0	2	4		
			\$75,000-\$99,000	1	0	1	4	6	0	10	1	1	0	2	13		
			Under \$74,000	2	0	2	9	4	0	13	6	1	0	7	22		
		Auckland and Northland Total				3	0	3	13	13	0	26	7	4	0	11	40
		Central	Over \$150,001	0	1	1	0	0	0	0	0	0	0	0	0	1	
			\$100,000-\$150,000	0	0	0	0	4	0	4	1	1	0	2	6		
			\$75,000-\$99,000	0	0	0	2	3	0	5	0	1	1	2	7		
			Under \$74,000	1	0	1	2	1	0	3	4	0	0	4	8		
		Central Total				1	1	2	4	8	0	12	5	2	1	8	22
		South Island	\$100,000-\$150,000	0	0	0	0	0	0	0	0	1	0	0	1	1	
			\$75,000-\$99,000	0	1	1	1	0	0	1	1	0	0	0	1	3	
			Under \$74,000	0	0	0	1	1	0	2	1	0	0	0	1	3	
		South Island Total				0	1	1	2	1	0	3	3	0	0	3	7
	October Total				4	2	6	19	22	0	41	15	6	1	22	69	
	November	Auckland and Northland	Over \$150,001	0	0	0	0	1	0	1	0	0	0	0	1		
			\$100,000-\$150,000	0	0	0	3	2	0	5	1	1	0	2	7		
			\$75,000-\$99,000	0	0	0	2	3	0	5	2	3	0	5	10		
			Under \$74,000	0	0	0	4	4	0	8	5	2	0	7	15		
		Auckland and Northland Total				0	0	0	9	10	0	19	8	6	0	14	33
		Central	Over \$150,001	0	0	0	1	0	1	2	0	1	0	1	3		
			\$100,000-\$150,000	0	0	0	1	0	0	1	0	1	0	1	2		
			\$75,000-\$99,000	1	1	2	1	2	0	3	2	1	0	3	8		
			Under \$74,000	1	0	1	2	2	0	4	5	1	0	6	11		
		Central Total				2	1	3	5	4	1	10	7	4	0	11	24
		South Island	\$100,000-\$150,000	0	0	0	0	1	0	1	0	0	0	0	1		
			Under \$74,000	2	1	3	2	0	0	2	1	1	0	2	7		
South Island Total				2	1	3	2	1	0	3	1	1	0	2	8		
November Total				4	2	6	16	15	1	32	16	11	0	27	65		
December	Auckland and Northland	\$100,000-\$150,000	0	0	0	1	0	0	1	0	1	0	1	2			
		\$75,000-\$99,000	0	0	0	0	1	0	1	1	2	0	3	4			
		Under \$74,000	0	0	0	1	0	0	1	1	1	0	2	3			
	Auckland and Northland Total				0	0	0	2	1	0	3	2	4	0	6	9	
	Central	Over \$150,001	0	0	0	0	1	0	1	0	0	0	0	1			
		\$100,000-\$150,000	0	0	0	0	0	0	0	3	1	0	4	4			
		\$75,000-\$99,000	0	0	0	0	0	0	0	1	0	0	1	1			
		Under \$74,000	2	1	3	3	2	0	5	3	2	0	5	13			
	Central Total				2	1	3	3	3	0	6	7	3	0	10	19	
	South Island	\$75,000-\$99,000	0	0	0	0	0	0	0	0	1	0	0	1			
Under \$74,000		0	0	0	0	0	0	0	0	1	0	0	1				
South Island Total				0	0	0	0	0	0	0	2	0	0	2	2		
December Total				2	1	3	5	4	0	9	11	7	0	18	30		

	Central Total		3	0	3	2	2	0	4	3	2	0	5	12	
April Total			3	0	3	5	2	0	7	7	4	0	11	21	
May	Auckland & Northland	\$100,000-\$150,000	0	0	0	0	2	0	2	0	0	0	0	2	
		\$75,000-\$99,000	0	0	0	1	0	0	1	0	0	0	0	1	
		Under \$74,000	0	0	0	0	1	0	1	0	1	0	0	2	
	Auckland & Northland Total			0	0	0	1	3	0	4	0	1	0	1	5
	Central	Over \$150,001	0	0	0	0	0	0	0	0	1	1	0	2	2
		\$100,000-\$150,000	0	0	0	1	2	0	3	1	1	0	0	2	5
	Central Total			0	0	0	1	2	0	3	2	2	0	4	7
	South Island	\$75,000-\$99,000	0	0	0	1	1	0	2	0	1	0	0	1	3
	South Island Total			0	0	0	1	1	0	2	0	1	0	1	3
May Total			0	0	0	3	6	0	9	2	4	0	6	15	
June	Auckland & Northland	Over \$150,001	0	0	0	1	2	0	3	0	0	0	0	3	
		\$100,000-\$150,000	0	0	0	2	0	0	2	2	1	0	0	5	
		\$75,000-\$99,000	0	0	0	1	1	0	2	3	1	0	0	6	
		Under \$74,000	0	0	0	1	1	0	2	1	0	0	0	3	
	Auckland & Northland Total			0	0	0	5	4	0	9	6	2	0	8	17
	Central	Over \$150,001	0	0	0	0	0	0	0	0	1	2	0	3	3
		\$100,000-\$150,000	0	0	0	3	0	0	3	2	2	0	0	4	7
		\$75,000-\$99,000	2	0	2	0	0	0	0	3	0	0	0	3	5
		Under \$74,000	0	0	0	0	0	0	0	4	1	0	0	5	5
	Central Total			2	0	2	3	0	0	3	10	5	0	15	20
	South Island	Under \$74,000	0	0	0	0	0	0	0	1	1	0	0	2	2
	South Island Total			0	0	0	0	0	0	0	1	1	0	2	2
June Total			2	0	2	8	4	0	12	17	8	0	25	39	
July	Auckland & Northland	Over \$150,001	0	0	0	0	1	0	1	0	0	0	0	1	
		\$100,000-\$150,000	0	0	0	2	0	0	2	2	1	0	0	5	
		\$75,000-\$99,000	0	0	0	1	0	0	1	0	0	0	0	1	
		Under \$74,000	0	0	0	3	0	0	3	5	2	0	0	10	
	Auckland & Northland Total			0	0	0	6	1	0	7	7	3	0	10	17
	Central	Over \$150,001	0	0	0	0	1	0	1	0	0	0	0	0	1
		\$100,000-\$150,000	0	0	0	2	1	0	3	3	1	0	0	4	7
		\$75,000-\$99,000	0	0	0	0	1	0	1	2	1	0	0	3	4
		Under \$74,000	1	0	1	1	0	0	1	2	1	0	0	3	5
	Central Total			1	0	1	3	3	0	6	7	3	0	10	17
	South Island	Under \$74,000	1	0	1	1	0	0	1	0	0	0	0	0	2
South Island Total			1	0	1	1	0	0	1	0	0	0	0	2	
July Total			2	0	2	10	4	0	14	14	6	0	20	36	
August	Auckland & Northland	\$100,000-\$150,000	0	1	1	2	3	0	5	4	4	0	8	14	
		\$75,000-\$99,000	0	0	0	1	0	0	1	1	4	0	0	6	
		Under \$74,000	0	0	0	2	1	0	3	3	0	0	0	6	
	Auckland & Northland Total			0	1	1	5	4	0	9	8	8	0	16	26
	Central	Over \$150,001	0	0	0	0	0	0	0	0	0	3	0	3	3
		\$100,000-\$150,000	0	0	0	0	0	0	0	0	1	1	0	2	2
		\$75,000-\$99,000	0	0	0	1	0	0	1	1	4	0	0	5	6
		Under \$74,000	0	1	1	0	0	0	0	1	2	0	0	3	4
Central Total			0	1	1	1	0	0	1	3	10	0	13	15	
South Island	Over \$150,001	0	0	0	0	1	0	1	0	0	0	0	0	1	

		\$100,000-\$150,000	0	0	0	0	1	0	1	0	3	0	3	4	
		\$75,000-\$99,000	0	0	0	0	0	0	0	0	2	0	2	2	
		Under \$74,000	0	0	0	0	0	0	0	1	0	0	1	1	
	South Island Total		0	0	0	0	2	0	2	1	5	0	6	8	
August Total			0	2	2	6	6	0	12	12	23	0	35	49	
September	Auckland & Northland	Over \$150,001	0	0	0	0	1	0	1	1	0	0	1	2	
		\$100,000-\$150,000	0	0	0	1	1	0	2	0	0	0	0	2	
		\$75,000-\$99,000	0	0	0	0	0	0	0	0	3	3	0	6	6
		Under \$74,000	0	0	0	5	2	0	7	3	1	0	0	4	11
	Auckland & Northland Total		0	0	0	6	4	0	10	7	4	0	0	11	21
	Central	Over \$150,001	0	0	0	1	0	0	1	0	0	0	0	0	1
		\$100,000-\$150,000	0	1	1	0	1	0	1	4	3	0	0	7	9
		\$75,000-\$99,000	0	0	0	1	0	0	1	1	2	0	0	3	4
		Under \$74,000	0	0	0	2	1	0	3	2	1	0	0	3	6
	Central Total		0	1	1	4	2	0	6	7	6	0	0	13	20
	South Island	\$100,000-\$150,000	0	0	0	0	0	0	0	0	1	0	0	1	1
		\$75,000-\$99,000	0	0	0	0	0	0	0	0	1	0	0	1	1
		Under \$74,000	0	0	0	0	0	0	0	1	0	0	0	1	1
South Island Total		0	0	0	0	0	0	0	1	2	0	0	3	3	
September Total			0	1	1	10	6	0	16	15	12	0	27	44	
October	Auckland & Northland	\$100,000-\$150,000	0	0	0	0	0	0	0	4	1	0	5	5	
		\$75,000-\$99,000	0	0	0	1	2	0	3	0	3	0	0	3	6
		Under \$74,000	1	0	1	1	1	0	2	1	0	0	0	1	4
	Auckland & Northland Total		1	0	1	2	3	0	5	5	4	0	0	9	15
	Central	Over \$150,001	0	0	0	0	0	0	0	0	1	0	0	1	1
		\$100,000-\$150,000	0	0	0	2	1	0	3	2	1	0	0	3	6
		\$75,000-\$99,000	0	0	0	2	1	0	3	2	2	0	0	4	7
		Under \$74,000	0	0	0	0	0	0	0	4	0	0	0	4	4
	Central Total		0	0	0	4	2	0	6	8	4	0	0	12	18
	South Island	\$75,000-\$99,000	0	0	0	0	0	0	0	0	2	0	0	2	2
		Under \$74,000	0	0	0	0	0	0	0	1	0	0	0	1	1
	South Island Total		0	0	0	0	0	0	0	1	2	0	0	3	3
	October Total			1	0	1	6	5	0	11	14	10	0	24	36
November	Auckland & Northland	Over \$150,001	1	0	1	0	0	0	0	0	1	0	1	2	
		\$100,000-\$150,000	1	0	1	0	0	0	0	2	0	0	0	2	3
		\$75,000-\$99,000	1	0	1	1	1	0	2	1	1	0	0	2	5
		Under \$74,000	0	0	0	0	0	0	0	4	0	0	0	4	4
	Auckland & Northland Total		3	0	3	1	1	0	2	7	2	0	0	9	14
	Central	\$100,000-\$150,000	0	0	0	0	0	0	0	2	1	0	0	3	3
		\$75,000-\$99,000	0	0	0	0	1	0	1	1	0	0	0	1	2
		Under \$74,000	5	0	5	6	1	0	7	2	1	0	0	3	15
	Central Total		5	0	5	6	2	0	8	5	2	0	0	7	20
	South Island	\$100,000-\$150,000	0	0	0	1	0	0	1	0	1	0	0	1	2
		Under \$74,000	0	0	0	0	1	0	1	0	0	0	0	0	1
	South Island Total		0	0	0	1	1	0	2	0	1	0	0	1	3
	November Total			8	0	8	8	4	0	12	12	5	0	17	37
December	Auckland & Northland	\$100,000-\$150,000	0	0	0	1	1	0	2	0	1	0	1	3	
		\$75,000-\$99,000	0	0	0	0	0	0	0	0	1	0	0	1	1

		Under \$74,000	0	0	0	0	0	0	0	2	0	0	2	2	
	Auckland & Northland Total		0	0	0	1	1	0	2	2	2	0	4	6	
	Central	Over \$150,001	0	0	0	0	1	0	1	0	1	0	1	2	
		\$100,000-\$150,000	0	0	0	1	0	0	1	0	1	0	1	2	
		\$75,000-\$99,000	0	0	0	1	0	0	1	2	2	0	4	5	
		Under \$74,000	0	0	0	0	1	0	1	1	0	0	1	2	
	Central Total		0	0	0	2	2	0	4	3	4	0	7	11	
	South Island	Under \$74,000	0	0	0	0	0	0	0	1	1	0	2	2	
	South Island Total		0	0	0	0	0	0	0	1	1	0	2	2	
	December Total		0	0	0	3	3	0	6	6	7	0	13	19	
2021	January	Auckland & Northland	Over \$150,001	0	0	0	0	0	0	0	0	1	0	1	1
			\$100,000-\$150,000	0	0	0	0	1	0	1	2	0	0	2	3
			\$75,000-\$99,000	0	0	0	0	0	0	0	2	0	0	2	2
			Under \$74,000	0	0	0	0	0	0	0	2	1	0	3	3
		Auckland & Northland Total		0	0	0	0	1	0	1	6	2	0	8	9
		Central	Over \$150,001	0	0	0	0	0	0	0	0	2	0	2	2
	\$100,000-\$150,000		0	0	0	2	0	0	2	2	0	1	3	5	
	\$75,000-\$99,000		0	0	0	0	4	0	4	0	2	0	2	6	
	Under \$74,000		0	0	0	0	0	0	0	3	0	0	3	3	
		Central Total		0	0	0	2	4	0	6	5	4	1	10	16
		South Island	Over \$150,001	0	0	0	0	0	0	0	0	1	0	1	1
	\$75,000-\$99,000		0	0	0	0	0	0	0	0	1	0	1	1	
		South Island Total		0	0	0	0	0	0	0	0	2	0	2	2
		January Total		0	0	0	2	5	0	7	11	8	1	20	27
	February	Auckland & Northland	Over \$150,001	0	0	0	0	0	0	1	1	0	2	2	
			\$100,000-\$150,000	0	0	0	1	1	0	2	0	3	0	3	5
			Under \$74,000	1	0	1	0	0	1	1	2	0	0	2	4
		Auckland & Northland Total		1	0	1	1	1	1	3	3	4	0	7	11
		Central	Over \$150,001	1	0	1	2	0	0	2	0	1	0	1	4
			\$100,000-\$150,000	0	0	0	0	1	0	1	0	2	0	2	3
			\$75,000-\$99,000	0	0	0	0	0	0	0	1	0	0	1	1
			Under \$74,000	0	0	0	0	0	0	0	3	4	0	7	7
	Central Total		1	0	1	2	1	0	3	4	7	0	11	15	
	South Island	\$75,000-\$99,000	0	0	0	0	0	0	0	2	0	0	2	2	
	South Island Total		0	0	0	0	0	0	0	2	0	0	2	2	
	February Total		2	0	2	3	2	1	6	9	11	0	20	28	
	March	Auckland & Northland	Over \$150,001	0	0	0	0	0	0	2	3	0	5	5	
			\$100,000-\$150,000	0	0	0	1	1	0	2	4	1	0	5	7
			\$75,000-\$99,000	0	0	0	1	0	0	1	2	1	0	3	4
			Under \$74,000	2	0	2	8	0	0	8	7	4	0	11	21
		Auckland & Northland Total		2	0	2	10	1	0	11	15	9	0	24	37
		Central	Over \$150,001	0	0	0	0	1	0	1	1	2	0	3	4
			\$100,000-\$150,000	0	0	0	0	0	0	0	1	3	0	4	4
			\$75,000-\$99,000	0	0	0	0	0	0	0	1	2	0	3	3
			Under \$74,000	1	1	2	2	0	0	2	3	0	0	3	7
		Central Total		1	1	2	2	1	0	3	6	7	0	13	18
	South Island	Over \$150,001	0	0	0	0	1	0	1	0	1	0	1	2	
		\$100,000-\$150,000	0	0	0	1	0	0	1	2	0	0	2	3	

		Under \$74,000	1	0	1	2	1	0	3	2	0	0	2	6	
	South Island Total		1	0	1	3	2	0	5	4	1	0	5	11	
	March Total		4	1	5	15	4	0	19	25	17	0	42	66	
April	Auckland & Northland	Over \$150,001	0	1	1	0	2	0	2	1	0	0	1	4	
		\$100,000-\$150,000	0	0	0	0	0	0	0	0	5	2	0	7	7
		\$75,000-\$99,000	0	0	0	2	1	0	0	3	2	0	0	2	5
		Under \$74,000	0	1	1	4	0	0	0	4	6	3	0	9	14
	Auckland & Northland Total		0	2	2	6	3	0	0	9	14	5	0	19	30
	Central	Over \$150,001	0	0	0	1	1	0	0	2	2	3	0	5	7
		\$100,000-\$150,000	0	0	0	1	0	0	0	1	2	1	0	3	4
		\$75,000-\$99,000	0	0	0	2	1	0	0	3	1	0	0	1	4
		Under \$74,000	0	0	0	2	1	0	0	3	2	1	0	3	6
	Central Total		0	0	0	6	3	0	0	9	7	5	0	12	21
	South Island	\$100,000-\$150,000	0	0	0	0	0	0	0	0	1	0	0	1	1
		Under \$74,000	0	0	0	0	0	0	0	0	1	0	0	1	1
	South Island Total		0	0	0	0	0	0	0	0	2	0	0	2	2
April Total		0	2	2	12	6	0	0	18	23	10	0	33	53	
Grand Total			37	13	50	165	123	2	290	241	172	2	415	755	