

CROWN LAW'S GENDER PAY GAP ACTION PLAN 2021/22

Crown Law's vision is to provide a collaborative, indispensable legal service.

As Legal Experts, Kaitiaki of the Rule of Law and System Leaders we are committed to eliminating our Gender Pay Gap.

This is our plan for 2021/22.

Current Snapshot

Crown Law's overall **gender pay gap as at August 2021 is 12.14%**, with like for like pay gaps between **-22.37%** and **5.67%**. This has decreased from 18.81% in February 2020. Crown Law's gender pay gap is measured by comparing difference between the mean (or average) pay of men and women. As at August 2021, our profile was:

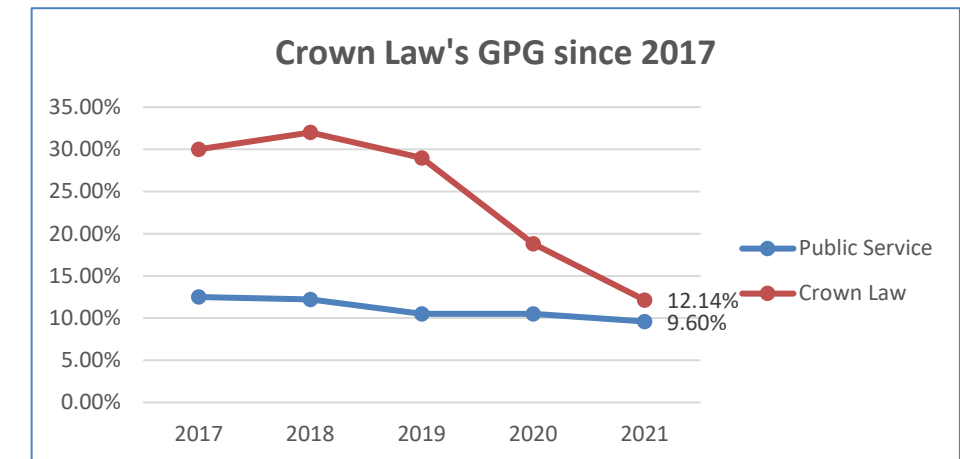
- 221 employees, with 210 FTEs
- 71% female and 29% male in our gender split
- 9.8% Maori, 8.4% Asian and 3.3% Pacific People
- 80% female Leadership Team (Tier Two)

A year in review – Crown Law gender pay gap action plan 2020/21

Based on the [Public Service Gender Pay Action Plan](#) the following commitments were made in the 2020/21 year:

- Crown Law made a commitment to establish a working group with the PSA to co-design a step-based **remuneration framework**. The new remuneration framework has been implemented effective from 1 July 2021.
- Our gender pay action goal for **flexible working** was to provide a range of flexible working options, including part time work, for all staff. Flexible-by-default work practices will help close the public service gender pay gap by removing barriers to flexible options at all levels, and the career penalty often associated with working flexibly. This was accomplished with the development of a Flexible Working Policy and engaging with our people to raise awareness of the flexible working provisions available.
- Enhancing **HR Analytics** was planned for the 2020/21 year by way of an upgrade to the HRIS system. Upgrading the HRIS system was originally within scope of the FMIS upgrade. Due to complicating factors, the HRIS component was taken out of scope but minor upgrades have occurred including position management and headcount tracking.
- A commitment to the development of a strategic **diversity and inclusion** plan was made in 2020/21 year. Crown Law is committed to building an inclusive workplace. Our Ways of Working celebrate this by confirming that 'we value our differences'; 'we look after the mana of other people'; and 'we recognise our impact on others' support us to achieve this as we implement our Diversity and Inclusion Strategy. This strategy has been developed but is yet to be consulted on and finalised.

Below is a snapshot of Crown Law's gender pay gap since 2017 compared to the public service.



Comparing Crown Law's pay of men and women undertaking the same roles the gender pay gap is much smaller than our overall gender pay gap. In some cases, the analysis shows we pay women more than men, on average, in some roles.

When using our pay bands for analysis, Crown Law currently has a like-for-like gender pay gap of between **-22.37%** and **5.67%**.

Drivers for the Gender Pay Gap

The primary driver of this gender pay gap is the dual workforce: legal and administrative. Currently 76% of administration roles are undertaken by females. Administration roles are generally lower paid than legal roles (with the exception of Interns and Graduates). Our legal roles are undertaken by a reasonable mix of males and females.

Below is a snapshot of Crown Law's gender pay gap separated for legal professionals and non-legal professionals.

Job Family	GPG	# women	# men
Legal	3.64%	85	42
Corporate and Other	4.68%	72	22





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Our areas of focus for 2021/22		How we'll achieve these
<p>Remuneration In July 2021 a new step-based remuneration framework that was co-designed with the PSA was implemented. A Remuneration Policy to accompany this was also developed. Step-based approaches to remuneration limit the number of starting salaries and if accompanied with a robust process for selecting the appropriate step placement on appointment will limit bias, ensuring that people are appointed at the right level based on their competence, not based on their negotiation skills.</p> <p>Our gender pay gap goal for remuneration is to monitor remuneration to ensure it is free from gender and ethnic bias.</p>		<p>Remuneration free from bias HR will continue to be part of the starting salary process ensuring appropriate step placement, free from bias.</p> <p>Gender and ethnic pay gap analysis will be undertaken periodically to ensure there is no gender or ethnic bias in our remuneration framework. Where bias is identified remedial action will take place.</p>
<p>Remuneration A remuneration framework should be understood, transparent and information about the framework should be readily available.</p> <p>Our gender pay gap goal for remuneration is to ensure that what and how you get paid is clearly understood by everybody and information easy to find.</p>		<p>Embed the new Remuneration Framework In line with the principle of transparency that underlies the new remuneration framework, HR will ensure that all documentation about the new remuneration framework is readily available on the intranet.</p> <p>The HR Kiosk will be updated to include individuals' new grade and step information to ensure transparency and better understanding of how the remuneration framework relates to individuals.</p>
<p>HR Analytics Our gender pay action goal is to have clear, consistent and timely HR analytics that will support us to understand and address any areas of concern in real time, while recognising interventions that are working.</p>		<p>HR Analytics in the new payroll system</p> <ul style="list-style-type: none"> • In 2021/22 Crown Law is looking to upgrade to a new payroll system. There will be a focus on HR Analytics as part of the scoping of this project. There are a number of areas where additional reporting and monitoring will benefit Crown Law including reporting on: <ul style="list-style-type: none"> ➤ Ethnicity ➤ Diversity (including gender identity) ➤ Starting Salaries ➤ Promotion opportunities ➤ Learning and development opportunities
<p>Diversity and Inclusion The Crown Law Office values the different experiences and identities that its staff bring to work.</p> <p>Our gender pay action goal is to embed the diversity and inclusion strategy that enables a truly inclusive environment where all staff can participate and be recognised for their contributions.</p>		<p>Diversity and Inclusion Finalise and embed the inclusion and diversity strategy to support Crown Law's goals of gender equality and greater inclusion of women through an inclusive workplace where everyone can be their 'true' selves.</p>
<p>- This plan has been developed with the PSA and all areas of focus for 2021/22 will include engagement and consultation with staff and the PSA. - Crown Law is part of the Pay Equity claim raised by the PSA in 2019. The outcome of this claim may impact our gender pay gap.</p>		

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