

05 MAR 2015

Reference: CER/1083

Alasdair Keating
fyi-request-2490-e7cac127@requests.fyi.org.nz

Dear Alasdair

Re: Request under the Official Information Act 1982

Thank you for your Official Information Act 1982 (OIA) request received on 10 February 2015. You requested the following:

“all relevant information on steps taken, including plans, programmes and reports, by the Authority to become an Equal Employment Opportunities (EEO) employer.

... all relevant information on steps taken since June 2012 to address gender disparities in starting salaries and the overall gender pay gap in the Authority”.

In accordance with section 56(1) of the State Sector Act 1988, the Chief Executive of the Canterbury Earthquake Recovery Authority (CERA) operates a personnel policy that complies with the principle of being a good employer. CERA does not have a specific policy relating to Equal Employment Opportunities; however, and in accordance with section 56 and 58 of the State Sector Act 1988, CERA places a strong emphasis on fostering a diverse workplace and inclusive culture. Equality and diversity are central to the way CERA operates, rather than being part of any particular initiative.

CERA offers impartial recruitment and selection processes with gender-balanced interview panels, as well as fair and reasonable employment practices and policies for all staff. Gender diversity at a leadership level is evident, with three of the six members of the senior management team being female. There is also a significant level of female representation at third-tier leadership level. While CERA does not record ethnic distribution, the integration of equality and diversity (as required by the State Sector Act 1988) forms a key aspect of our strategic planning and ensures the best service to the Government and to New Zealanders.

CERA operates a robust remuneration policy. Any remuneration movements within CERA must meet the expectations for pay and employment conditions in the State Sector; all remuneration increase recommendations undergo a moderation process; and remuneration ranges are reviewed regularly.

On 1 February 2015, CERA became a departmental agency within the Department of Prime Minister and Cabinet (DPMC). Prior to this, CERA conducted an assessment of all people-related policies and procedures in comparison to those already in place at DPMC. It was agreed that CERA would align with DPMC's 'Equal Employment Opportunities Policy,' which forms part of DPMC's equality and diversity programme. The alignment of this policy will commence shortly.

Yours sincerely



John Ombler
Acting Chief Executive

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