

Crown Entities and the Good Employer

Annual Report Review 2007 to 2013

The Human Rights Commission reviews and analyses the reporting of good employer obligations by Crown entities in their annual reports. It also monitors their progress towards equal employment opportunities (EEO) and provides good employer guidance. The Commission's annual good employer review gives Crown entities an indicator report showing their reporting progress. The Commission's "Crown Entities and the Good Employer" web application allows Crown entities to track their progress across years and compare themselves to others of the same size, type and the sector as a whole.



Human Rights Commission
Te Kāhui Tika Tangata

Guardians of New Zealand Superannuation

2013

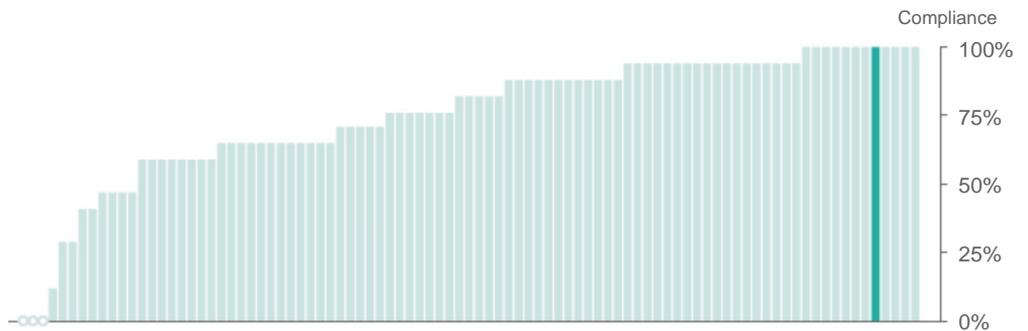
Type Autonomous Crown Entity
Size Small-Medium (26 - 100 staff)

Overall compliance

100% +6%

Rank

1 of 91 entities +9

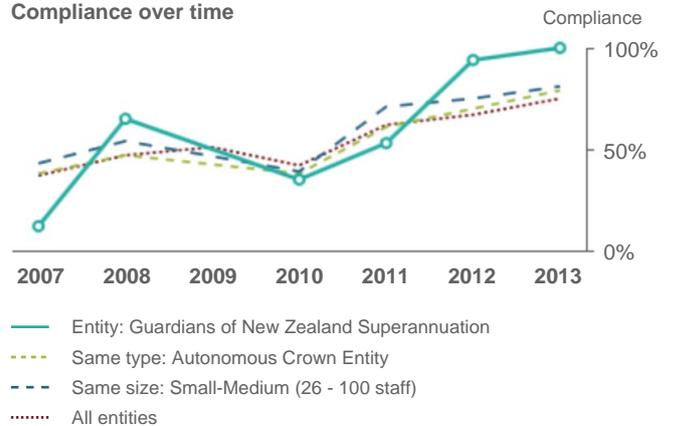


Average compliance of

Same type **79%** Same size **81%** All entities **75%**

Guardians of New Zealand Superannuation has completely met its obligation to report its 'good employer' and EEO programme in its annual report. Those Crown entities that report the best, list each of the 'Seven Good Employer Elements' and provide details of their initiatives written against these. The Commission also recommends that Crown entities provide a full workplace profile as part of their 'good employer' reporting. Guardians of New Zealand Superannuation is to be commended for the comprehensive nature of its 'good employer' reporting.

Compliance over time



Good employer reference

Average compliance of

Same type **100%** Same size **100%** All entities **95%**

A basic requirement is to acknowledge whether or not an organisation is a 'good employer'. This recognises the requirement under the Crown Entities Act to be a 'good employer' and to have an equal employment opportunities policy and associated programme. A strong commitment by senior leaders to achieve EEO outcomes is central to being a 'good employer'.



EEO reference

Average compliance of

Same type **83%** Same size **95%** All entities **85%**

Referencing EEO is important because it demonstrates an understanding of the requirement to be a good employer. EEO means eliminating barriers to ensure that all employees have equal access to the employment of their choice and have the chance to perform and progress to their maximum potential. Successful EEO outcomes result in fair representation of all groups throughout an organisation or sector.

100%

Good employer elements

- ✓ Leadership, accountability and culture
- ✓ Recruitment, selection and induction
- ✓ Employee, development, promotion and exit
- ✓ Flexibility and work design
- ✓ Remuneration, recognition and conditions
- ✓ Harassment and bullying prevention
- ✓ Safe and healthy environment

Average compliance of



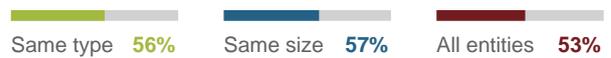
Crown entities continue to report well their initiatives under each of the 'good employer' elements. Least reported is remuneration, recognition and conditions. A number of Crown entities continue to report leadership development programmes. While these assist in building leadership within an organisation, they are not evidence of the focus in equity required by leaders.

100%

Workplace profile

- ✓ Gender
- ✓ Maori
- ✓ Pacific
- ✓ Ethnicity
- ✓ Disabled
- ✓ Age

Average compliance of



An understanding of workforce composition is an essential component of any effective EEO programme. Without it, EEO outcomes are unlikely to be fully realised and progress cannot be accurately traced. The Commission urges Crown entities to prioritise the establishment and ongoing monitoring of a profile of their workforces.



Ongoing review/renewal of programmes/policies

Average compliance of



It is important that organisations review programmes and policies at regular intervals. This recognises the dynamic nature of the workplace and allows organisations to vary practice relevant to changing demographics and workforce issues. It also dispels the notion that policies are written and then sit on the shelf never to be renewed.



Staff participation in EEO programmes development

Average compliance of



Engaging staff in the process of analysing employment areas and addressing EEO concerns is critical to ensuring that the right areas are addressed and the most effective changes made. Crown entities should indicate in their annual reports how it is that staff are able to participate in the development of EEO policies whether this is through individual engagement or through union representation.



Mana me ngā tika tangata ma tātou -
Dignity and human rights for all

To explore all good employer reports visit:
www.hrc.co.nz/eo

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