



This action plan sets out our commitment to employ people equitably and fairly, to create an inclusive environment, and to support diversity

<p>About TAIC</p> <p>The Transport Accident Investigation Commission is a standing commission of inquiry that investigates aviation, maritime, and rail accidents and incidents for the purpose of improving transport safety rather than ascribing blame.</p> <p>The Commission will open an inquiry into a maritime, rail or air accident or incident if it believes there are safety lessons to be learned. The Commission publishes reports of its findings and may make safety recommendations.</p>			<p>Our equity achievements</p> <p>Over the past year we have:</p> <ul style="list-style-type: none"> reduced our gender pay gap by addressing pay inequities achieved gender balance in our management team and increased the diversity in our workforce especially our investigation team reviewed several policies and guidelines to remove bias or discrimination started a remuneration system review to ensure equity in our pay systems adopted more flexible work practices. 		<p>Our people</p> <p>On 1 December 2022, we had 30 permanent and fixed term people, mostly located in Wellington.</p> <p>Our workforce is 47 per cent women</p> <p>We have almost the same number of men and women in our workforce.</p> <p>Women in leadership roles at TAIC now equal those of men.</p>
<p>Our values</p> <p>TAIC's values support the gender pay principles and guide and inspire our equity journey.</p>			<p>Looking ahead</p> <p>Over the next year we plan to:</p> <ul style="list-style-type: none"> complete the remuneration system review including role sizing and pay review processes that reduce unconscious bias update our flexible working policy including guidance on remote working voluntarily collect further data on workforce diversity educate our people about unconscious bias and diversity 		
<p>One team</p> <p>We work as one to fulfil our purpose and we value everyone's contribution. We are greater than the sum of our parts bringing our unique skills together to achieve TAIC's goals.</p>	<p>Pride in our professionalism</p> <p>We demonstrate our competence, quality, skills, and appropriate behaviour at all times. Most importantly, we take ownership for our delivery.</p>	<p>Respect for others</p> <p>We respect others, their points of view, and their accountabilities. We take ownership of how we act, treating each other with respect and dignity.</p>	<p>Public Service commitment</p> <p>We are an Independent Crown Entity, committed to supporting all employees to achieve their full potential regardless of gender, ethnicity, or disability.</p> <p>Government workforce policy statement Seeking to establish the public sector as an exemplar employer for Aotearoa.</p> <p>Gender pay principles</p> <ol style="list-style-type: none"> Freedom from bias and discrimination Transparency and accessibility Relationship between paid and unpaid work Sustainability Participation and engagement 	<p>Equity and diversity journey</p> <p>Our people have helped develop this equity action plan and will continue to shape the future of equity and diversity within our organisation.</p> <p>Our initial focus has been to address gender pay gaps and barriers.</p> <p>Future steps include addressing any other inequities.</p> <p>We are realistic about what we may achieve in terms of diversity, given our small organisational size and the specialist nature of our role.</p>	<p>We support women in our workforce</p>
			<p>Our gender pay gap is currently less than the NZ average*</p> <p>*Our small size means we are unable to measure our gender pay gap in a statistically valid way, so this is presented as a trend only. Note, only two years' data is available.</p>		





Achieving equity at the Transport Accident Investigation Commission

Kia Toipoto milestone	Our goal	Our achievements	Our future plans	Measuring success
Equal pay Ngā hua tōkeke mō te utu	The same or similar roles receive equitable pay	<ul style="list-style-type: none"> We reviewed salaries within the same bands and corrected where needed We established a project to review our pay system 	<ul style="list-style-type: none"> Complete the remuneration system review in 2023 – including updating and sizing our roles and adopting processes to address any unconscious bias in setting and reviewing remuneration Write Terms of Reference for remuneration moderation panel 	<ul style="list-style-type: none"> We offer equitable salaries for all people in all roles (internal audit) There are no unjustified pay gaps within our organisation (internal audit)
Leadership and representation Te whai kanohi i ngā taumata katoa	Our diversity at all levels is broadly representative of society (while acknowledging the limitation of our small size and highly professional, technically specialized workforce)	<ul style="list-style-type: none"> On merit, recruited more women onto our leadership team Our total workforce has almost equal numbers of men and women <p>At least ten nationalities* are self-identified within our 30 staff</p>	<ul style="list-style-type: none"> Continue working toward gender equity across the organisation, based on merit Expand voluntary data collection from our people to further understand and support our diversity journey Continue to develop more diverse recruitment pipelines for our specialist roles 	<ul style="list-style-type: none"> On merit, gender balance is maintained in our workforce (yearly data) Organisational diversity and gender balance is broadly reflective of society (yearly data compared to national averages)
Eliminating bias and unfair discrimination Te whakakore i te katoa o ngā momo whakatoihara, haukume anō	We are free from bias and unfair discrimination in all systems and practices (including HR and procurement)	<ul style="list-style-type: none"> Began reviewing our HR policies to remove any bias or unfair discrimination Started implementing our 3-year Cultural Competency Plan 2021-24 Improved our awareness and understanding of the role of te Tiriti o Waitangi in our work 	<ul style="list-style-type: none"> Complete the remuneration system review in 2023 – including adopting processes that address unconscious bias Continue review of HR policies and guidelines, including recruitment and remuneration processes, to address unconscious bias Build staff and manager awareness of diversity and unconscious bias Embed awareness of te ao Māori, te reo, tikanga and te Tiriti o Waitangi through our Cultural Competency Programme 	<ul style="list-style-type: none"> HR and procurement policies and practices are bias and discrimination free (internal review) Remuneration decisions are based on competency criteria (internal audit) Our people understand unconscious bias and actively mitigate it (Staff Survey)
Flexible working Te Taunoa o te mahi pīngore	We give our people flexible options that support different levels of participation in the workforce	<ul style="list-style-type: none"> We have built on our positive working culture and continued to change perspectives on flexible working 	<ul style="list-style-type: none"> Role descriptions reviewed and flexible options included where appropriate Update flexible working policies and guidelines 	<ul style="list-style-type: none"> Our people are happy in their work (Staff survey)
Transparency Te pono	We ensure easy access to human resources and remuneration policies and systems, including salary bands	<ul style="list-style-type: none"> Published our first Equity action plan Involved our staff and union in our remuneration system review Include salary band data in all job advertisements Created links from the home page to our key HR policies and guidelines 	<ul style="list-style-type: none"> Continue involving staff and union in the remuneration system review Show people how to access HR and remuneration policies as part of induction Explore greater access for our people to their data in our time recording and remuneration systems 	<ul style="list-style-type: none"> Our people understand our remuneration system and how it is applied (Staff survey)

* Nationality refers to belonging to a particular nation (Ethnicity is an indicator of cultural affiliation).