



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. Broadly, our sole purpose is to improve transport safety in the aviation, maritime and rail transport modes.</p> <p>We conduct independent safety investigations into transport accidents/incidents if we believe there are lessons to be learned. The Commission publishes reports of our findings and may make safety recommendations.</p>	<p>Our equity achievements</p> <p>To date, we have focused on areas that require improvement, identifying where we can genuinely make progress within our current resources.</p> <p>Over the past year TAIC has:</p> <ul style="list-style-type: none"> reduced our gender pay gap to less than 1 per cent increased the number of women in senior leadership roles undertaken a remuneration system review to ensure equity in pay. This included: <ul style="list-style-type: none"> role sizing equitable salary review development and implementation of an investigator training and competency framework reviewed flexible working to support flexible-by-default practices provided training to support the development of our people's interpersonal skills continued implementation of the organisation's cultural competency plan. 	<p>Our people</p> <p>At 1 December 2023 we had 31 permanent and fixed-term people, mostly located in Wellington.</p> <p>Our workforce is 45 per cent women</p> <p>We have similar numbers of people in our workforce who identify as women as those who identify as men</p> <p>Women make up more than half of our senior leadership team</p> <p>Our gender pay gap is less than 1 per cent</p>
<p>Our equity commitment</p> <p>TAIC is an Independent Crown Entity, committed to creating a fair and inclusive workplace for all employees.</p> <p>We are dedicated to fostering transparency, diversity, inclusion, and addressing pay gaps to develop a culture of belonging and equality.</p>	<p>Understanding the data</p> <p>The small size of our organisation means we do not produce statistically significant gender or ethnic pay gap metrics. To calculate robust pay gap measures an organisation should have more than 100 employees, including at least 20 people in each identified group.</p> <p>Changes in staffing (even minor ones) can affect our pay gap data significantly. Therefore, we have used other information – such as trends over time – to indicate our progress against external benchmarks where available (eg, NZ Public Service workforce data).</p>	
<p>The equity and diversity journey</p> <p>We engaged with staff from the early stages to help develop this equity action plan. Feedback and input are continually encouraged.</p> <p>At TAIC we are realistic about what we may achieve in terms of diversity, given the small size of our organisation and the specialist nature of our core business.</p> <p>Our people (approximately 30 permanent and fixed-term staff) are experts in their technically specialised fields and passionate about improving transport safety in New Zealand.</p>		





Achieving equity at the Transport Accident Investigation Commission

<i>Kia Toipoto milestone</i>	<i>Our goal</i>	<i>Our achievements</i>	<i>Our future plans</i>	<i>Measuring success</i>
Equal pay Ngā hua tōkeke mō te utu	We ensure starting salaries (and salaries for existing staff) for the same or similar roles are equitable	<ul style="list-style-type: none"> Undertook a review of the remuneration system – including reviewing job sizing and salaries of existing employees to ensure equity Our gender pay gap decreased from 15 per cent in December 2021 to less than 1 per cent in December 2023 	<ul style="list-style-type: none"> Include consideration of gender and ethnic equity in remuneration review moderation Incorporate consideration of gender and ethnic equity in recruitment and appointment process 	<ul style="list-style-type: none"> Equitable starting salaries for all people in all roles No unjustified pay gaps within our organisation
Leadership and representation Te whai kanohi i ngā taumata katoa	We strive to develop a workforce at all levels that is representative of society (while acknowledging the limitation of our small size and highly professional, technically specialised workforce)	<ul style="list-style-type: none"> Our tier 2 and 3 leadership team is close to gender balanced Our total workforce has almost equal numbers of men and women At least ten ethnicities are identified within our staff 	<ul style="list-style-type: none"> Continue working toward gender equity across the organisation based on merit Expand the data collected on our people to further understand and support diversity Develop a more diverse pipeline for recruitment of specialist roles Expand and promote family-friendly policies and practices 	<ul style="list-style-type: none"> Gender balance is maintained in senior leadership We aim for 50 per cent women in leadership but recognise a ratio of 40:40:20 (men, women, either/other gender) is realistic given our small size Gender balance and ethnic diversity is maintained across the organisation
Eliminating bias and discrimination Te whakakore i te katoa o ngā momo whakatoihara, haukume anō	We are free from bias and discrimination in our systems and practices	<ul style="list-style-type: none"> Remuneration system review undertaken Improved our awareness and understanding of Te Tiriti o Waitangi in our work Continued implementation of our Cultural Competency Plan 2021-2024 	<ul style="list-style-type: none"> Review remaining human resources policies and guidelines to remove any bias or discrimination Create resources to help mitigate bias in people-related processes Deliver unconscious bias training to all our people Provide training and development initiatives to further develop interpersonal skills in our workforce Develop a refreshed Cultural Competency Plan 2024 - 2027 	<ul style="list-style-type: none"> Human resources and procurement policies and practices are free from bias and discrimination All our people (especially our leaders) understand bias and how to mitigate it Bias mitigation strategies used in all people-related processes
Flexible work by default 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"> Flexible working policy and guidelines reviewed and implemented We have built on our positive working culture and continued to change perspectives around flexible working 	<ul style="list-style-type: none"> Include flexible work options where appropriate 	<ul style="list-style-type: none"> Our people are happy in their work (positive culture results in annual Ask Your Teams 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"> Salary band ranges included in recruitment advertisements and job descriptions Policies, procedures, guidelines and forms available to staff and managers on the intranet, including salary band structure 	<ul style="list-style-type: none"> Further develop HR information and resources section on intranet 	<ul style="list-style-type: none"> Our people feel they are respected and paid fairly (positive culture results in annual Ask Your Teams survey)