

28 June 2019

By Email

Dear [REDACTED]

OIA request: Diversity

I refer to your email of 18 June 2019 in which you requested information relating to the diversity of the Authority's staff.

Set out below are the responses to the questions you asked.

1. What is the name of your organisation?

Electricity Authority

2. How many staff do you employ?

- 65 permanent employees (full and part time)
- 9 fixed term employees
- 1 seconded employee

3. Do you measure the gender make-up of your staff?

Yes

4. What percentage of your staff are female?

35% of permanent staff are female, 40% of permanent and fixed term staff are female (figure as of 1 June 2019)

5. What percentage of your senior management are female?

As at 17 June 2019, 40% of senior management are female

6. Do you measure the ethnic make-up of your staff?

Yes.

However, it is voluntary for staff to advise the Authority of their ethnicity, so we do not have details from all staff. The following ethnicity details are therefore not complete, and are specified as percentages of those who have advised their ethnicity, as at 1 June 2019.

7. What percentage of your staff are NZ European?

81.1%

8. What percentage of your staff are Māori?

1.9%

9. What percentage of your staff are Pacific Islanders?

1.9%

ADXLetter131

10. What percentage of your staff identify as Asian?
9.4%
11. What percentage of your staff are Middle Eastern/Latin American/African?
0%
12. What percentage of your staff are of another ethnicity?
5.7%
13. What percentage of your senior management staff are NZ European/pākehā?
100%
14. What percentage of your senior management staff are Māori?
0%
15. What percentage of your senior management staff are Pacific Islanders?
0%
16. What percentage of your senior management staff identify as Asian?
0%
17. What percentage of your senior management staff are Middle Eastern/Latin American/African?
0%
18. What percentage of your senior management staff are of another ethnicity?
0%
19. Are there any plans in place to encourage diversity in staffing and the daily operation of the Ministry/department?
Yes
20. What is being done to encourage diversity?
Earlier this year, Authority staff set up a diversity and inclusion committee. The committee's purposes are to champion, and ensure staff engagement in, a programme of actions designed to improve the Authority's levels of diversity and inclusion. It considers aspects across gender, ethnicity, sexual orientation, age, nationality, experience etc. It is currently formulating an action plan for the 2019/2020 year.
21. Is there any diversity training offered to staff?
No
22. Describe any diversity training offered?
N/A
23. How is diversity considered within your employment process? (e.g blind CVs)
We use equal employment opportunity principles in recruitment, developing and recognising cultural, ethnic and minority interests, and guiding staff in the application of policies, guidelines, and values.
24. Have you had to manage issues/complaints of racism in the workplace?
No

25. How many racism issues/complaints have you had in the last five years?

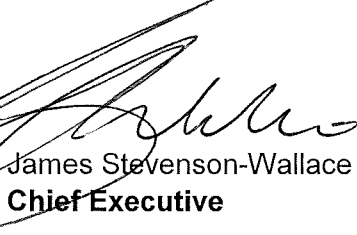
None

26. If issues/complaints of racism occurred, what happened?

N/A

It may be possible to give you more background about this issue, in general terms, without disclosing personal information. If you would like to explore this option, please contact Karen Joe, HR Adviser, at karen.joe@ea.govt.nz.

Yours sincerely



James Stevenson-Wallace
Chief Executive

Released under the Official Information Act

Released under the Official Information Act