

Crown Entities and the Good Employer

Annual Report Review 2007 to 2018

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 (NZ Super Fund)

2017

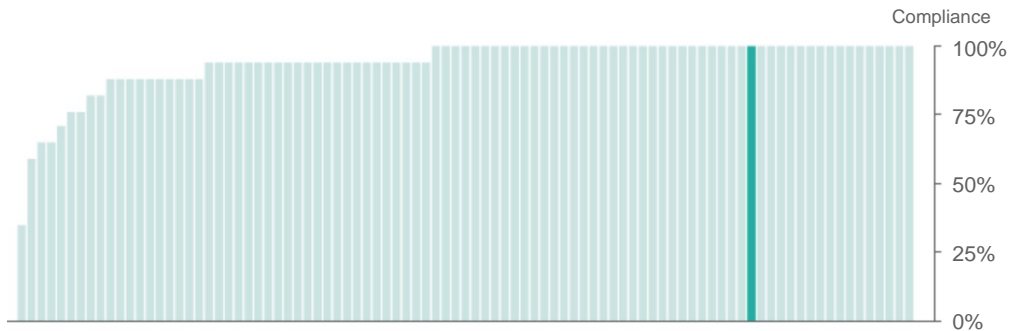
Type Autonomous Crown Entity
Size Medium (101 - 500 staff)

Overall compliance

100% →
0%

Rank

1 of 91 entities

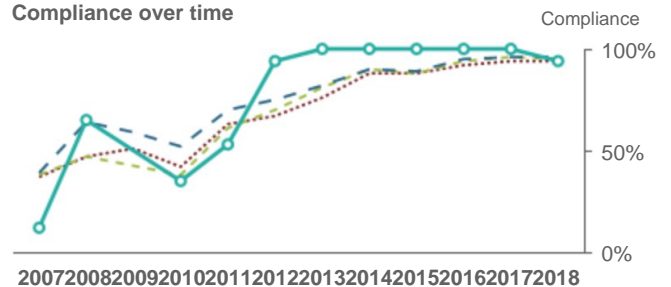


Average compliance of

Same type **96%** Same size **96%** All entities **94%**

The Guardians of NZ Superannuation continues to report well and has again fully met its obligation to report its 'good employer' and EEO programme in its annual report. Those Crown Entities that report the best provide a table with each of the 'Seven Good Employer Elements' listed and initiatives identified against them. They also include a full workplace profile to demonstrate that all EEO groups have been considered.

Compliance over time



— Entity: Guardians of New Zealand Superannuation (NZ Super Fund)
- - - Same type: Autonomous Crown Entity
- - - Same size: Medium (101 - 500 staff)
..... All entities



Good employer reference

Average compliance of

Same type **94%** Same size **100%** All entities **95%**

The Crown Entities Act requires an organisation to be a good employer, to have an equal employment opportunities policy and associated programme and to report these in the annual report.



EEO reference

Average compliance of

Same type **94%** Same size **100%** All entities **96%**

Referencing EEO in reporting demonstrates good employer practice. 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



There are seven key elements that organisations need to concentrate on as they move towards being a 'good employer'. These elements are derived from fundamental good human resource practices. Crown Entities continue to mostly report well their initiatives under each of the 'good employer' elements.

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 measured. 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



Workplaces are dynamic. Reviewing and refreshing programmes and policies ensures organisations stay relevant to changing demographics and workforce trends.



Staff participation in EEO programmes development

Average compliance of



Engaging staff in the assessment of the organisations EEO practices and addressing issues that may arise contributes to ensuring that relevant areas are addressed and the effective changes made. Crown Entities should indicate in their annual reports how staff participate in the development, implementation and assessment of EEO policies whether through individual engagement, union representation or other.



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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