



2026

Gender Pay Gap Perceptions and Practices

Data Analysis conducted for
Ministry for Women

PRIVATE AND CONFIDENTIAL

Contents

Executive Summary	1
Introduction	2
Objectives	2
General Information	2
Pulse Check Respondents	4
Perceptions and Practices – Knowledge	6
Data Collection	6
Why Calculate Gender Pay Gap	8
Perceptions and Practices – Pay Gap Calculation and Analysis	10
The Gender Pay Gap Journey	10
Pay Gap Analysis	11
Ethnicity or Disability Pay Gap Analysis	15
Perceptions and Practices – Monitoring and Support	17
Ministry for Women Gender Pay Gap Toolkit	17
Challenges to Analysing Pay Gap	21
Additional Resources	22
Appendices	24
Appendix A: Participating Organisations	24
Appendix B: Pulse Check Respondent Demographics	26
Appendix C: Employee Demographic Data Collected	29
Appendix D: Ministry for Women Gender Pay Gap Toolkit and Additional Resources	30
Appendix E: About Strategic Pay	32

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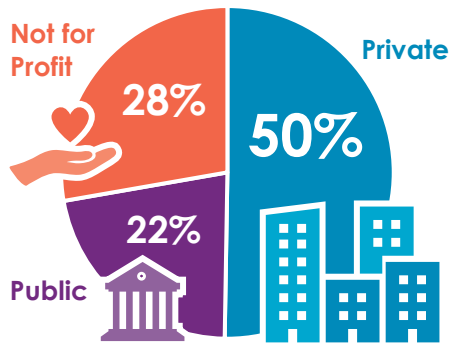
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This report is designed to provide a summary of current pay data, and as such does not purport to be conclusive or to provide specific guidelines. No responsibility can be accepted for loss occasioned to any person, or organisation, acting, or refraining from acting, as a result of any statement in this publication.

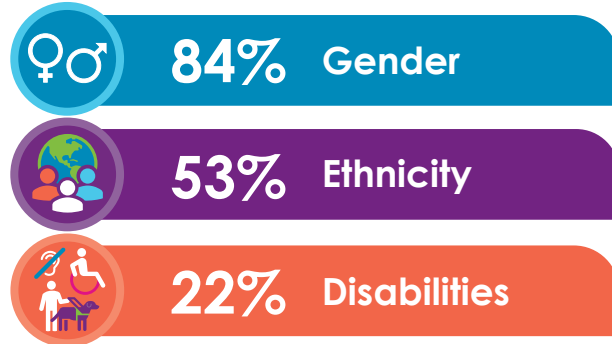
Executive Summary

This pulse check of **192 organisations** shows that gender pay gap analysis continues to be a priority for many participating organisations. While the sample size limits our ability to draw firm conclusions about New Zealand organisations, the findings offer useful insights into current practices, perceived barriers, and areas where organisations are seeking further support.

RESPONDENTS BY SECTOR



ORGANISATIONS COLLECTED DATA ON:

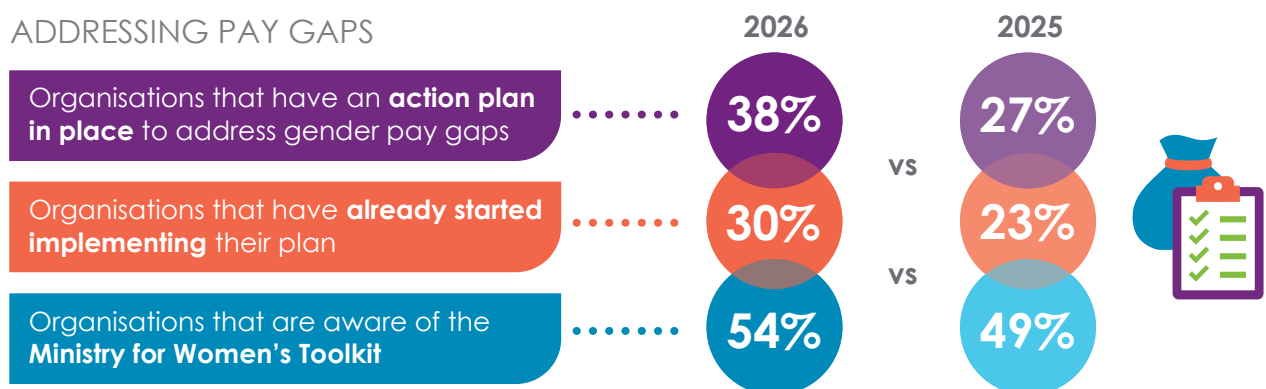


PAY GAP ANALYSIS

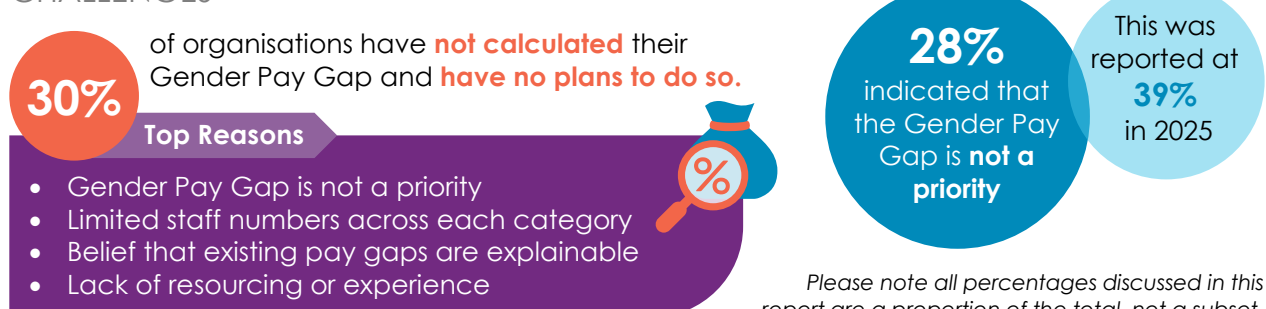
The pulse check shows **56%** of participating organisations completed a gender pay gap analysis and **38%** have an action plan. In 2025 this was 60% and 27% respectively, indicating a stronger appetite for action and implementation.



ADDRESSING PAY GAPS



CHALLENGES



Please note all percentages discussed in this report are a proportion of the total, not a subset.

Introduction

Strategic Pay Limited was commissioned by the Ministry for Women in 2025 to undertake a baseline survey of market perceptions and practices around gender pay gaps in New Zealand.

That survey explored how organisations were collecting employee data, calculating pay gaps and developing action plans.

In 2026, the Ministry commissioned Strategic Pay to carry out a shorter follow-up pulse check to understand what had changed since the 2025 survey and to provide an updated view of organisational practice as of June 2026.

OBJECTIVES

The purpose of the 2026 pulse check is to provide a timely update on participating organisations' perceptions and practices around gender pay gaps in New Zealand.

It was designed to build on the 2025 baseline survey by testing whether and how organisational approaches to data collection, pay gap calculation and action planning have evolved.

Timing

Data for the 2026 pulse check was collected during May and June 2026, with the report produced in June 2026.

Information in this survey is current as of 12 June 2026.

Method of Data Collection

Ministry for Women worked with Strategic Pay to develop the pulse check questions based on key research areas identified in the full survey carried out in 2025 and Strategic Pay's existing knowledge and experience in the gender pay gap space.

Invitations to participate in the survey were issued via email by Strategic Pay, Ministry for Women and selected industry bodies in May 2026. The invitation included a link to complete the online questionnaire and upload responses to Strategic Pay's secure database.

Responses were collated, validated and analysed by Strategic Pay, who then worked with Ministry for Women to produce the published report.

Unless otherwise specified, all percentages discussed in this report are a proportion of the total, not a subset.

GENERAL INFORMATION

Confidentiality

Strategic Pay maintains stringent standards for data confidentiality and security.

To uphold data privacy and comply with regulatory standards, Strategic Pay prohibits the copying or uploading of any part of the report into generative artificial intelligence tools or chatbots (such as ChatGPT), or the use of the contents of the report or associated materials for any other machine learning or artificial intelligence purposes.

Feedback

We welcome feedback from participating organisations to the Survey. Please send your feedback to Natasha Stone, Data & Analytics Director at Natasha.Stone@strategicpay.co.nz

Disclaimer

This report is designed to provide a summary of current market trends, based on survey responses and as such does not purport to be conclusive or to provide specific guidelines. No responsibility can be accepted for loss occasioned to any person, or organisation, acting, or refraining from acting, as a result of any statement in this publication.

Pulse Check Respondents

MARKET SAMPLE DEMOGRAPHICS

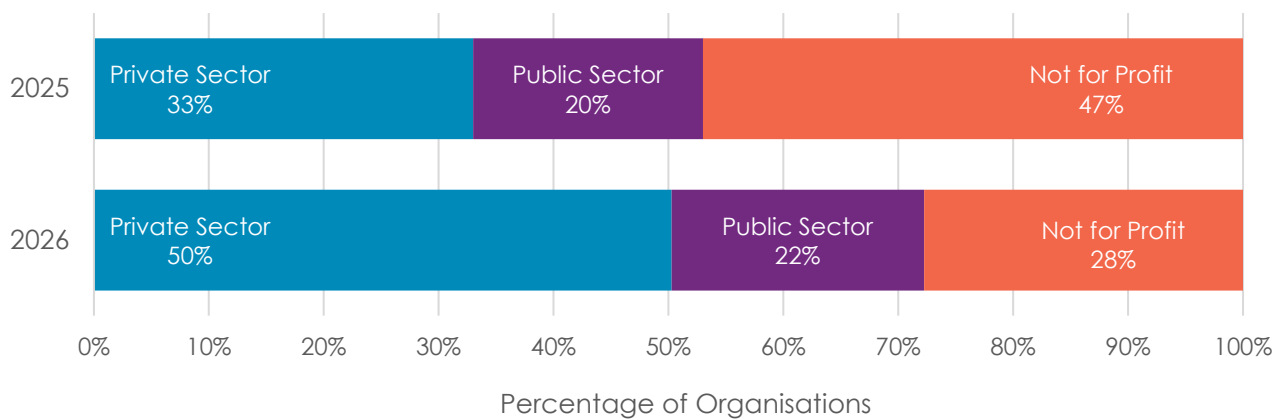
We thank the [192 organisations](#) that responded to the pulse check for their continued engagement with our research.

The distribution of participating organisations by sector and industry are shown below. Overall, **39%** of the organisations participating in the 2026 pulse check also participated in the full survey in 2025.

[Additional information on participants by organisation size and years in operation and a full list of all participating organisations can be found in the Appendices.](#)

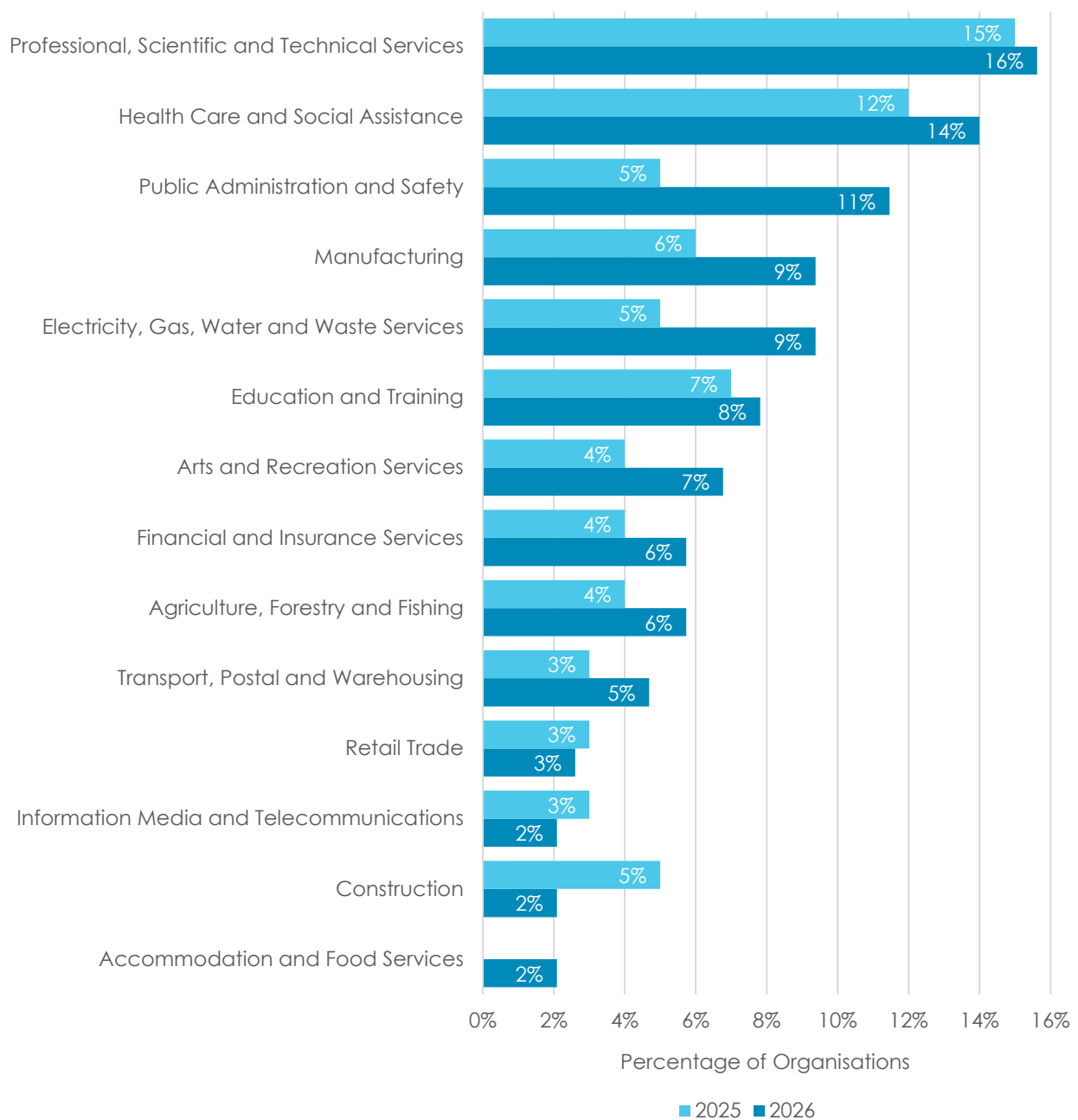
PARTICIPANTS | BY SECTOR

Figure 1.1



PARTICIPANTS | BY INDUSTRY

Figure 1.2



Industry classifications for the 2025 survey differed slightly from those present this year's pulse check. For details, please see Appendix B.



Perceptions and Practices – Knowledge

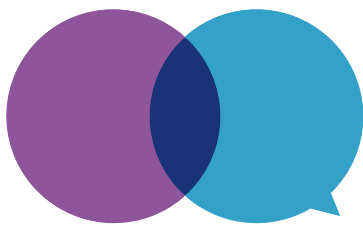
Last year we found that understanding of relevant terminology was high, with over 90% of organisations confident they understood the difference between equal pay, pay equity, and pay gaps. In this section, we have surveyed organisations on their knowledge and understanding of various diversity and inclusion topics including data collection and pay gap calculation methodology.

DATA COLLECTION

What Employee Demographic Data is Being Collected?

Demographic insights can help organisations understand their employee distribution and inform diversity, equity and inclusion actions. However, collecting personal data on employees can be sensitive, so it's important to clearly communicate why demographic data is being gathered and how it will be used.

Organisations were asked to define the type(s) of employee demographic data they collect. Most organisations collect gender and over half of organisations also collect data on ethnicity and 22% collect information on disability.



84% of organisations **collect data on one or more** of the below employee demographics

EMPLOYEE DEMOGRAPHIC DATA COLLECTED | OVERALL

Figure 2.1

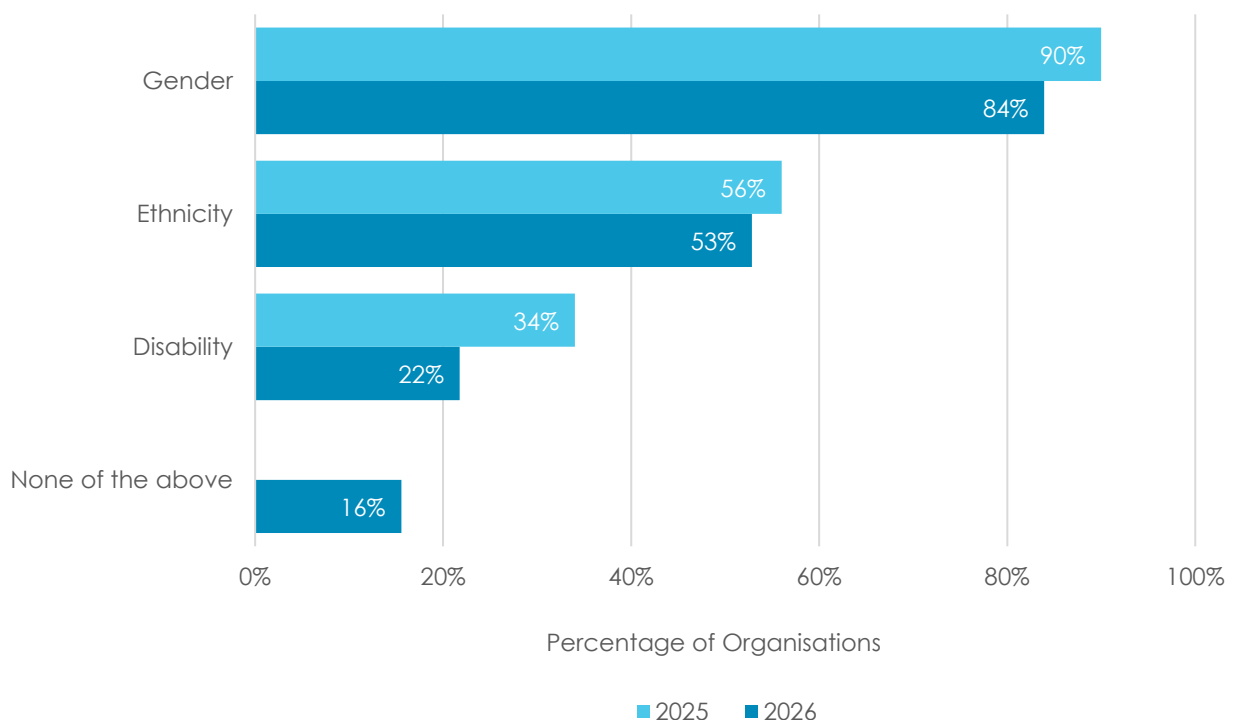
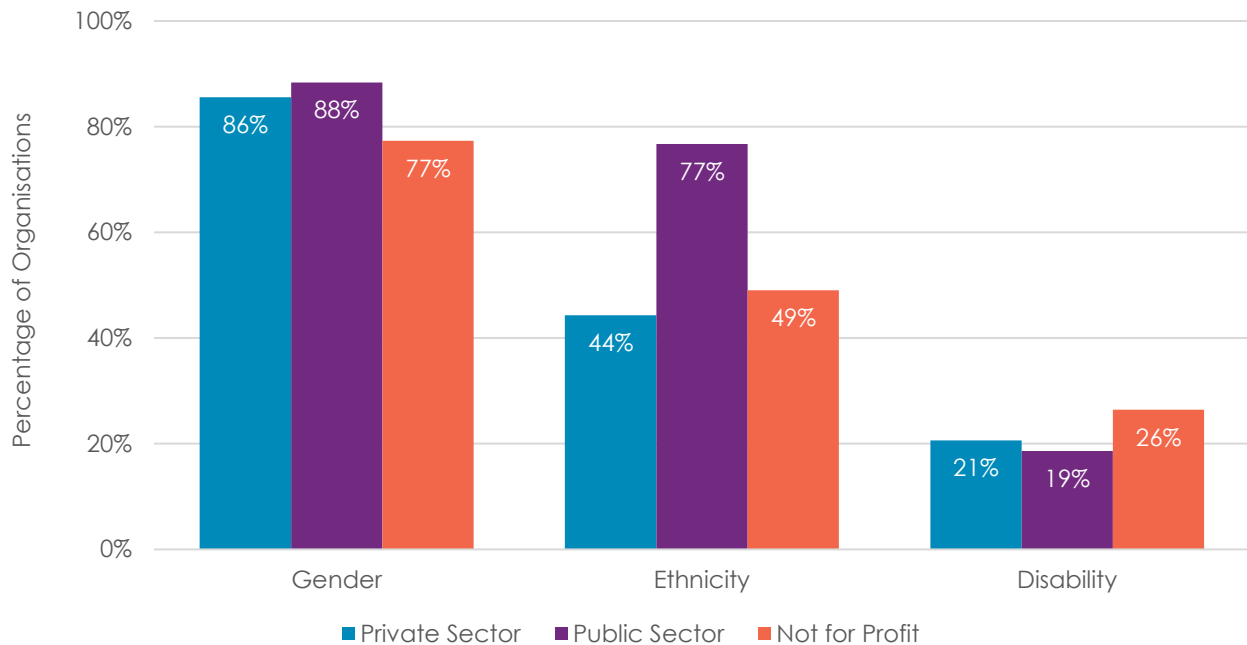


Figure 2.2 represents the proportion of organisations responding to this survey that collect employee data in each of the demographic categories across each sector.

Here we can see that the public sector has significantly higher representation in the 'Ethnicity' category.

EMPLOYEE DEMOGRAPHIC DATA COLLECTED | BY SECTOR

Figure 2.2



Gender remains the employee demographic most commonly collected by employers across all sectors and organisation size categories.

Understanding the distribution of ethnicity across the workforce helps organisations identify whether women from different ethnic communities are equitably represented across roles, levels and progression opportunities. Figure 2.2 shows that collection of ethnicity data remains most prevalent in the Public Sector (77%) but is also collected by almost half of organisations in the Private and Not for Profit Sectors (44% and 49% respectively).

Disability data collection is not common practice amongst participating organisations when compared to gender or even ethnicity data collection.

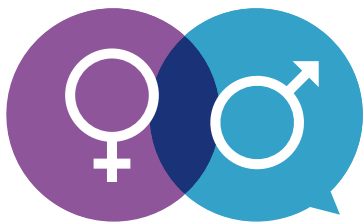


WHY CALCULATE GENDER PAY GAP

Gender equity remains an important and evolving focus within New Zealand's organisational environment. Gender pay gap analysis offers a valuable lens through which organisations can assess the fairness of remuneration practices, identify potential structural barriers, and inform targeted actions to improve equity.

These insights can support more inclusive workplaces while also strengthening talent attraction and retention, enhancing productivity, and contributing to long-term organisational performance. Guidance from agencies such as the Ministry for Women can further support organisations seeking to align with best practice.

Organisations were asked whether someone in their organisation knows how to calculate their gender pay gap. Figures 2.3 and 2.4 illustrate responses by sector and, and by organisation size.

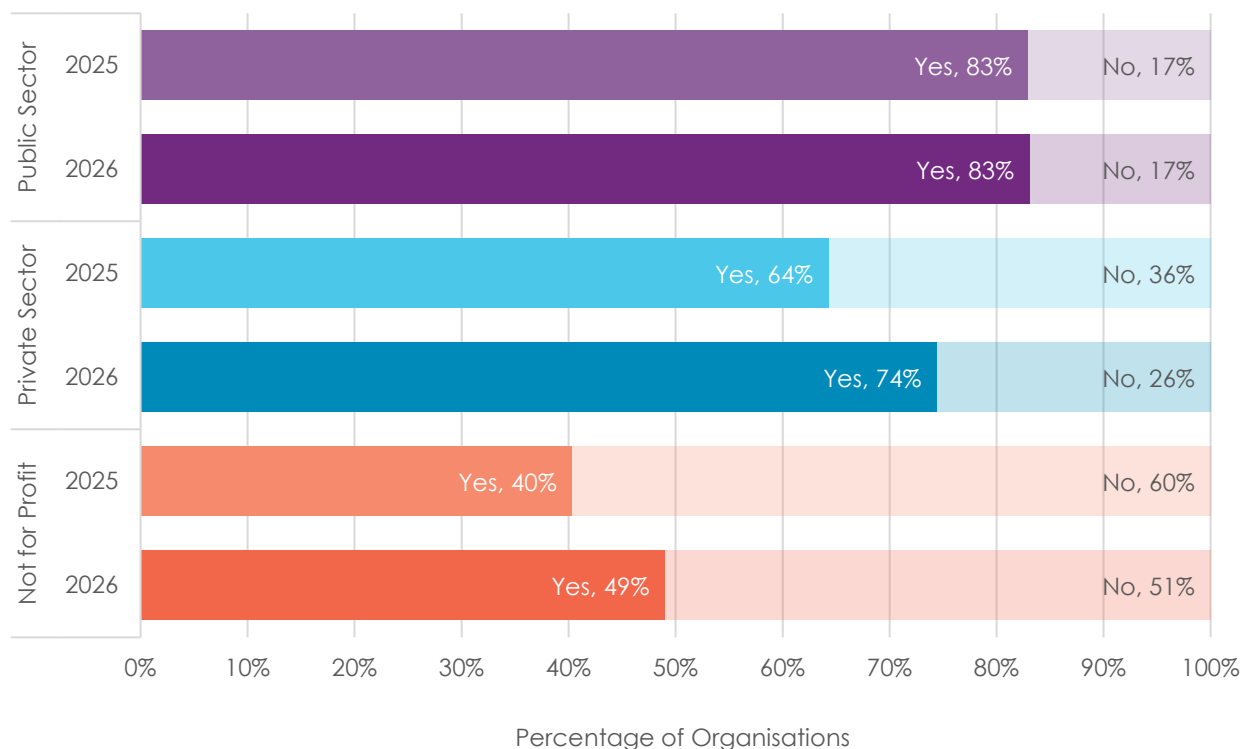


69% of organisations are confident someone in their organisation **has the knowledge** to calculate their gender pay gap

When split by sector, the proportion of respondents who are confident in their knowledge level has remained stable in the public sector but has increased across both private and not for profit sectors compared to last year.

KNOWLEDGE OF PAY GAP METHODOLOGY | BY SECTOR

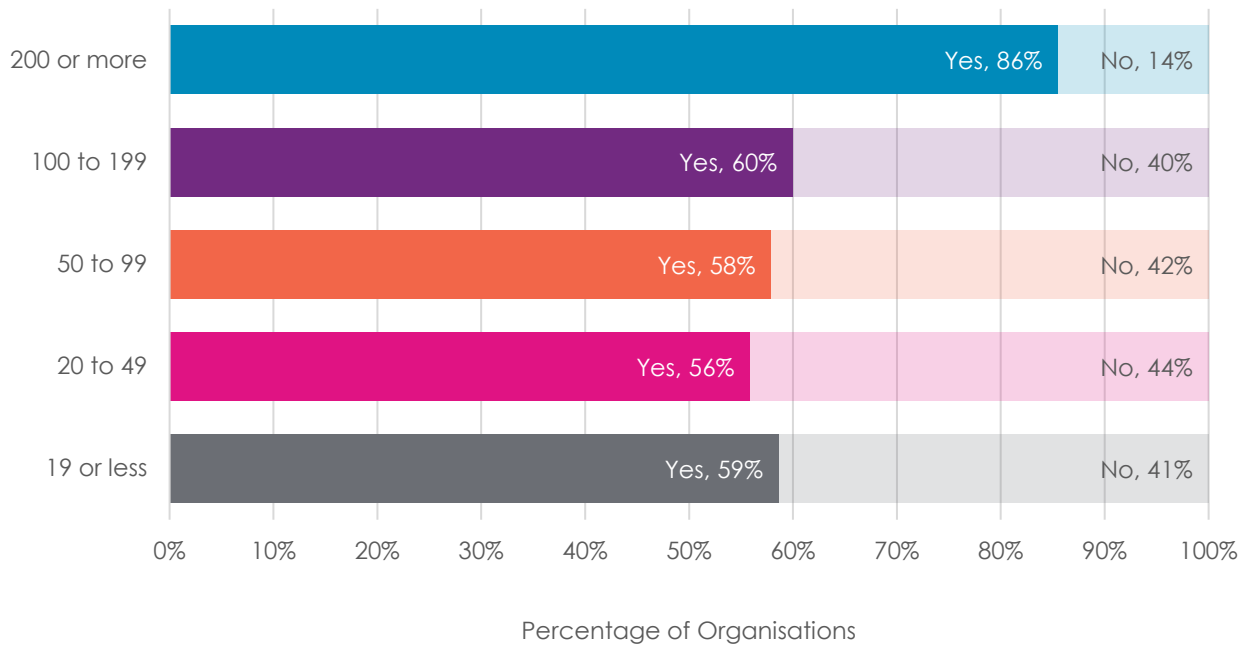
Figure 2.4



Larger organisations tend to be more confident in their ability to calculate their gender pay gap. This trend is consistent with results published last year.

KNOWLEDGE OF PAY GAP METHODOLOGY | BY ORGANISATION SIZE (EMPLOYEES)

Figure 2.5



Perceptions and Practices – Pay Gap Calculation and Analysis

THE GENDER PAY GAP JOURNEY

Addressing pay gaps is a complex and on-going process which involves first measuring and understanding pay gaps followed by taking action to address and monitor gaps over time.

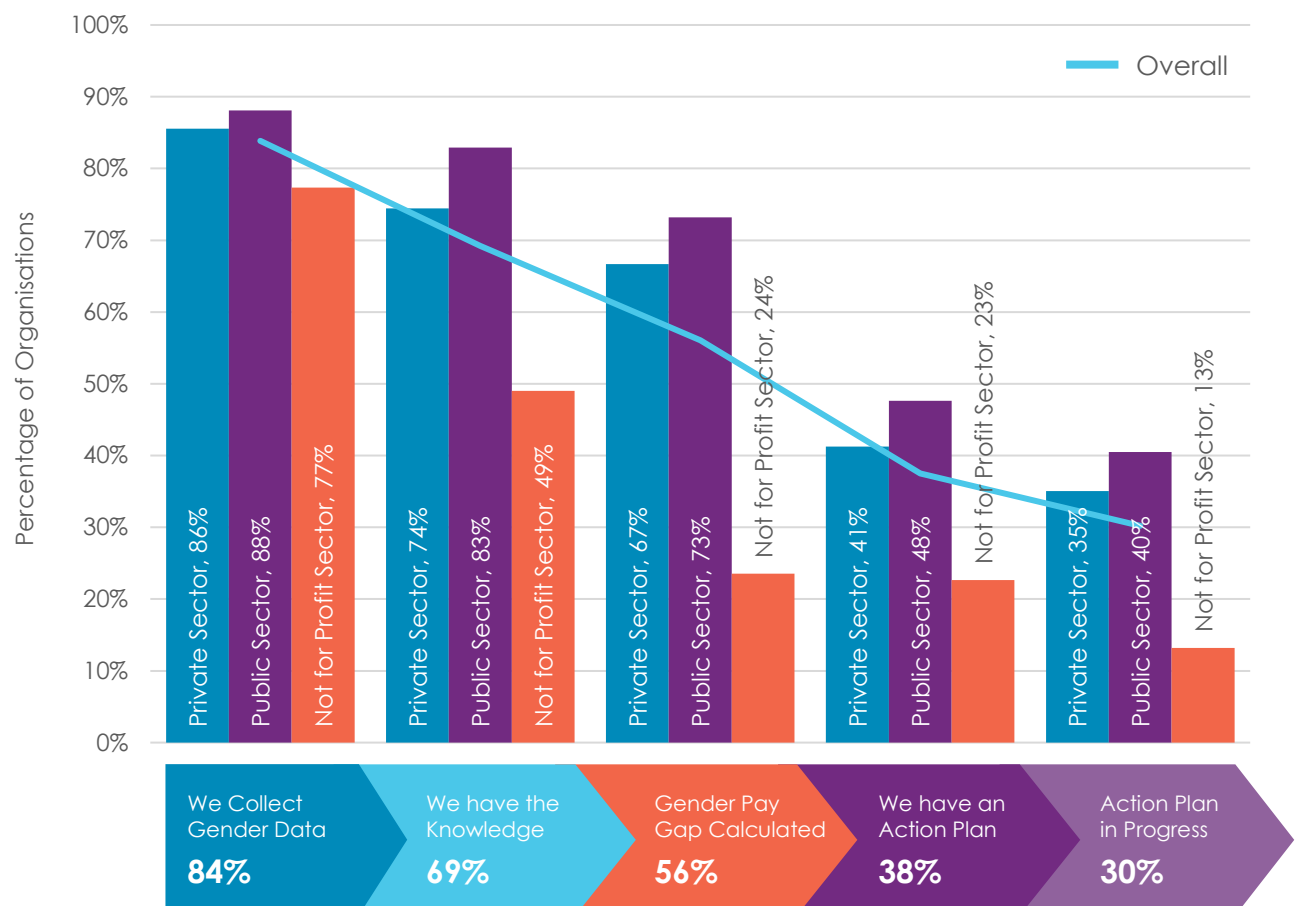
Figure 3.1 shows where organisations are on their pay gap journey.

Overall, organisations appear to be building both their understanding of gender pay gap analysis and their capability to act on the results. This is particularly evident among organisations that have made gender pay gap reporting a priority and are investing resources into implementing their gender pay gap goals.

In 2025, 60% of organisations reported they were confident that they understood how to calculate their gender pay gap, 27% had an action plan in place to address any gaps identified and 23% had started implementation of their plan.

GENDER PAY GAP JOURNEY | OVERALL AND BY SECTOR

Figure 3.1



PAY GAP ANALYSIS

Participants were asked whether they have conducted gender pay gap analysis.

56% of organisations have calculated their
Gender Pay Gap

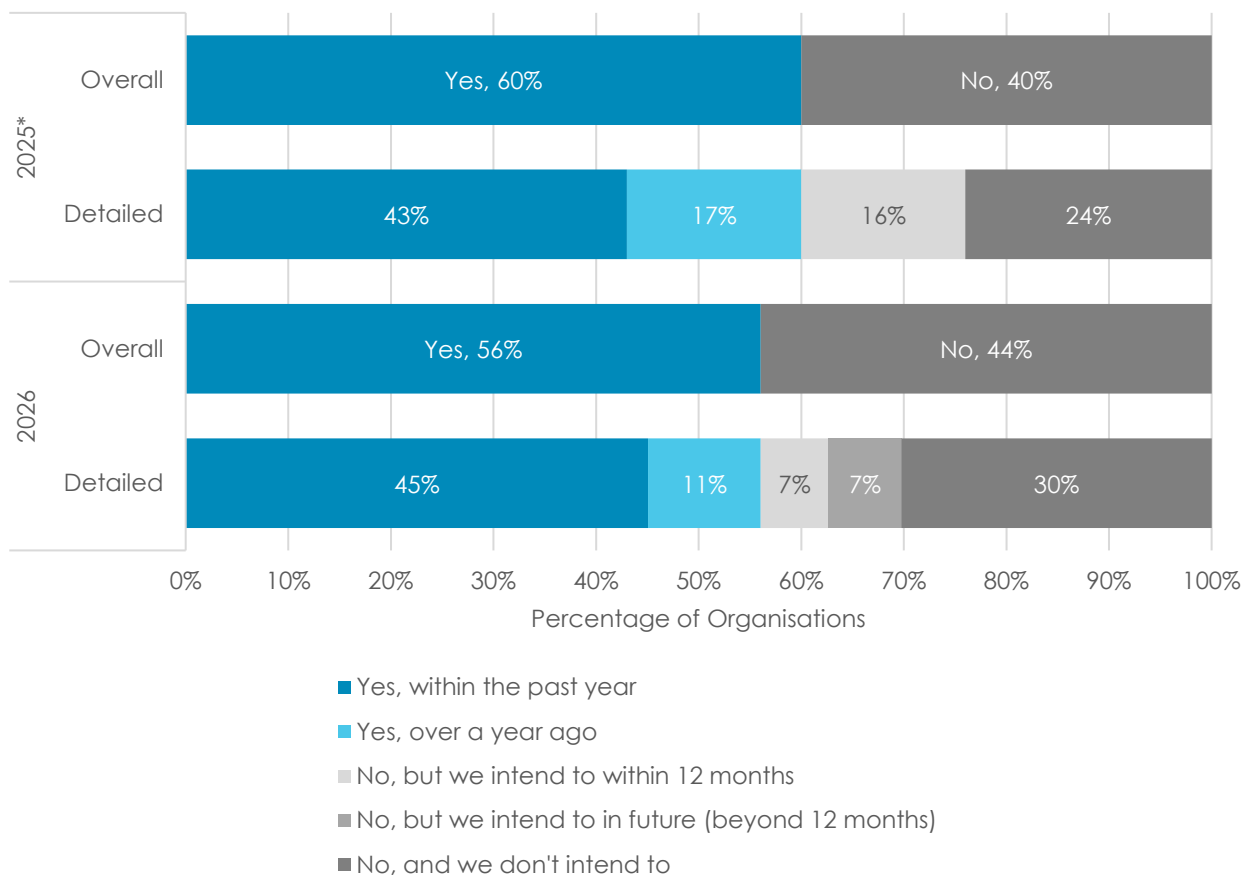
94% of these organisations plan to continue
monitoring their **Gender Pay Gap**



Over half of respondents have calculated their gender pay gap and 45% have done so in the past year. In 2025, 43% of respondents reported calculating their gender pay gap recently. Of 2026 pulse check respondents that have carried out gender pay gap analysis in the past, **94%** plan to continue monitoring their gender pay gap.

PAY GAP ANALYSIS | OVERALL AND DETAILED

Figure 3.2

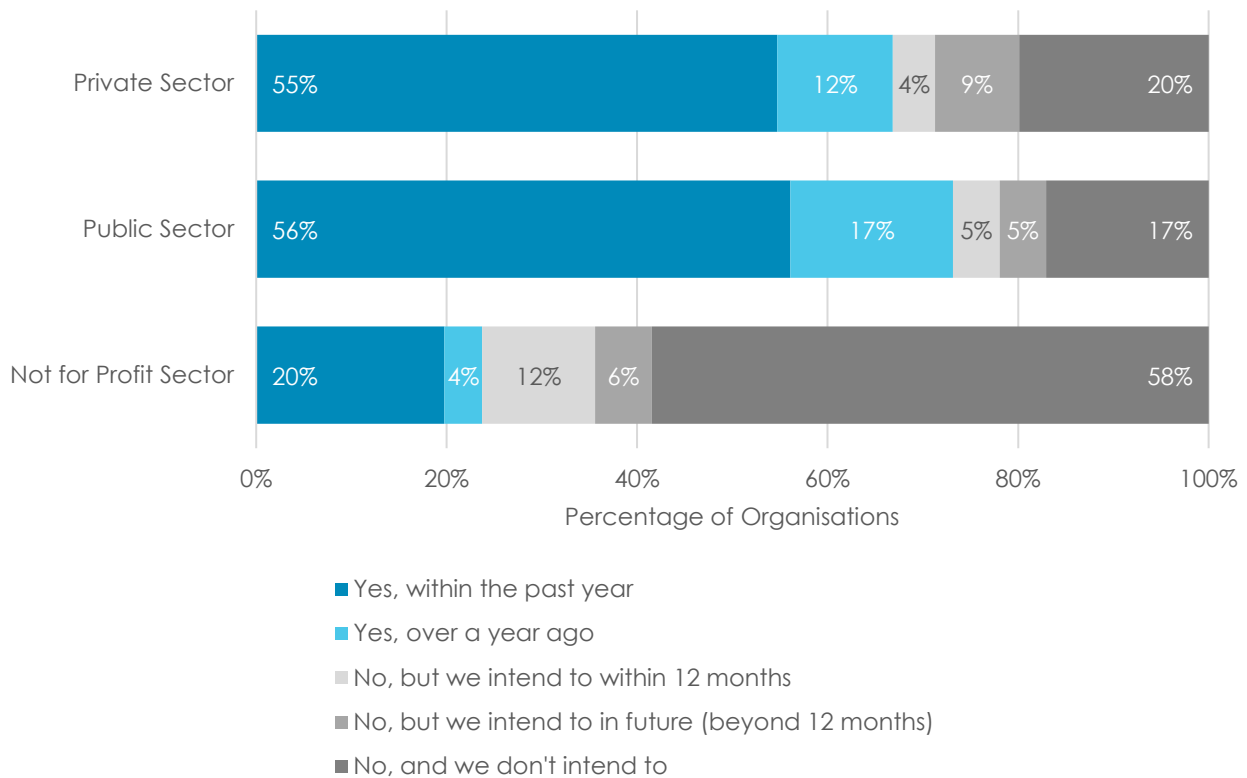


*Response options for 2025 did not include distinction between intention to carry out gender pay gap analysis in the future (beyond 12 months) or not at all.

The graphs below show the distribution of where organisations are on their pay gap journey by sector, industry, and size. Although some categories differ from those used in 2025, the pattern is consistent; small organisations and not for profits are less likely to calculate their gender pay gap. The reasons why respondents did not calculate their gender pay gap are explored in the section: Challenges to analysing pay gaps.

PAY GAP ANALYSIS | BY SECTOR

Figure 3.4



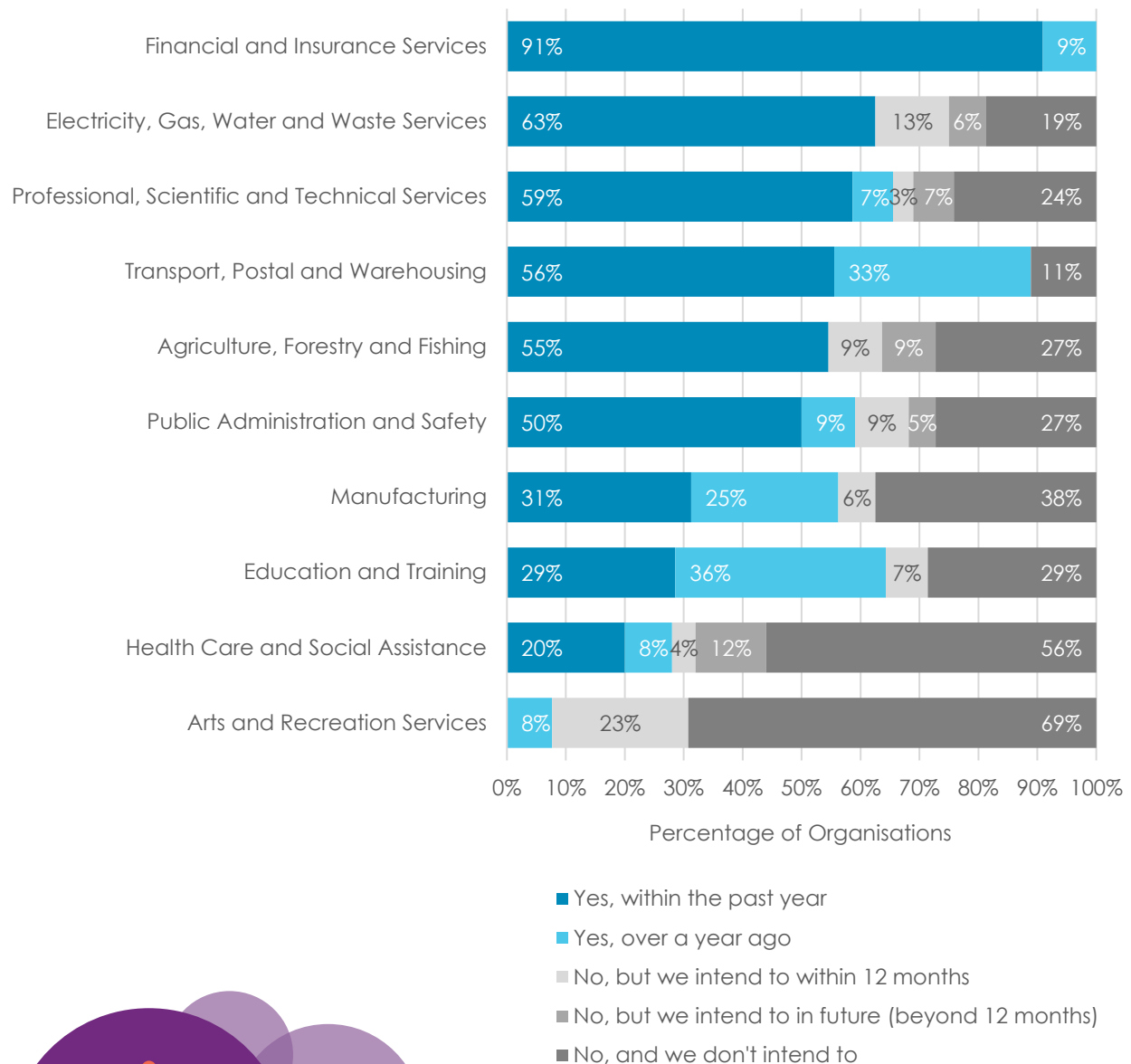
The graph below shows the status of gender pay gap analysis across organisations in each industry. Only industries represented by at least five organisations have been included in results.

Consistent with results from 2025, industries such as Financial and Insurance Services, Electricity and Utilities and Transport, Postal and Warehousing (which are typically populated by larger organisations), continue to be more likely to have calculated their gender pay gap. Those industries such as Arts and Recreation and Social Services which are commonly populated by smaller organisations are less likely to have calculated their gender pay gap.

This is consistent with results by sector (Figure 3.4) and by organisation size (Figure 3.6).

PAY GAP ANALYSIS | BY INDUSTRY

Figure 3.5

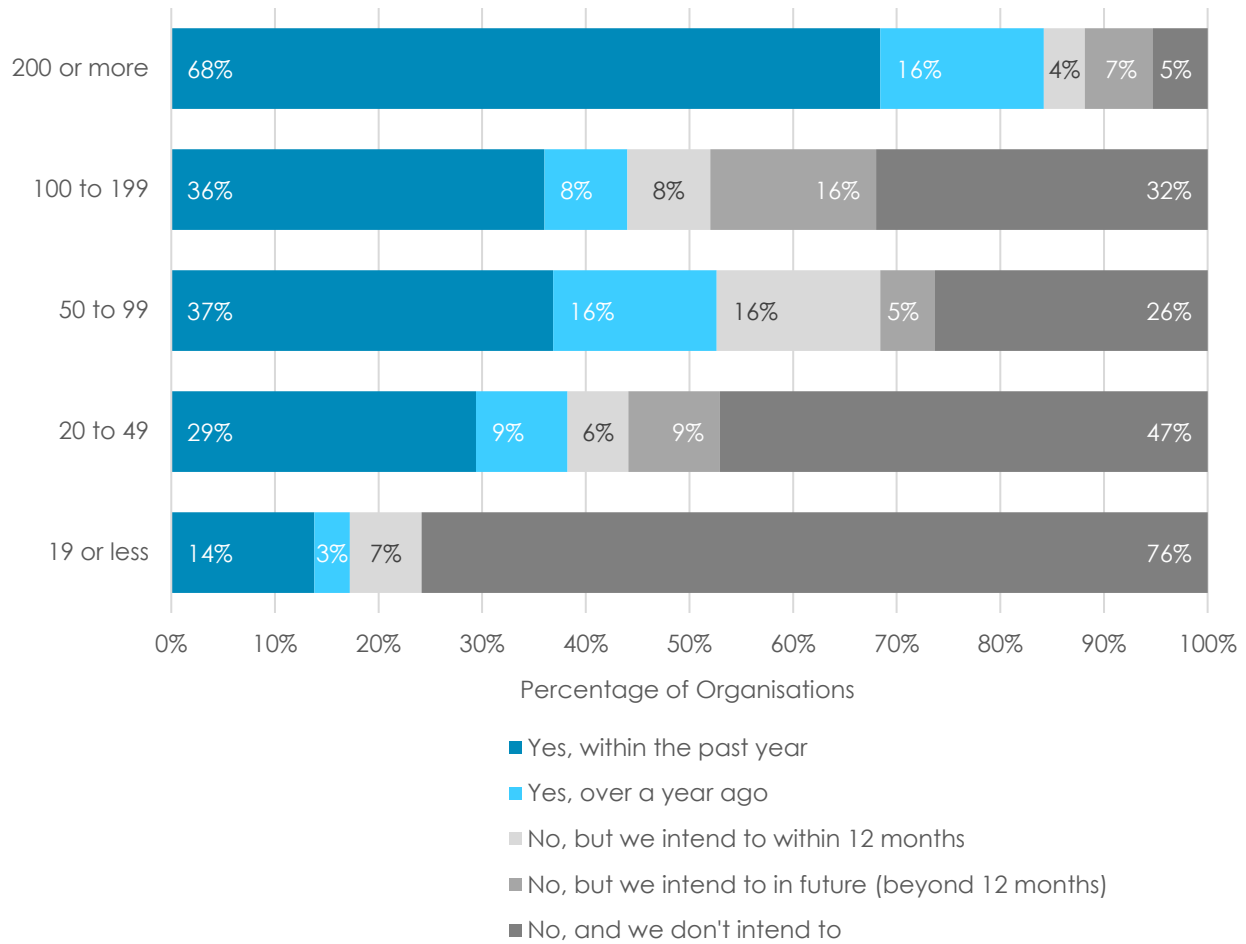


The **Financial and Insurance Services** industry has the highest proportion of organisations that have calculated their gender pay gap with a **100% completion rate**

The graph below shows the distribution of organisations by size. Although these categories differ from those used in 2025, the pattern of results are consistent. Organisation size has a significant impact on tendency or ability to conduct gender pay gap analysis.

PAY GAP ANALYSIS | BY ORGANISATION SIZE (EMPLOYEES)

Figure 3.6



ETHNICITY OR DISABILITY PAY GAP ANALYSIS

New Zealand workplaces include people with a wide range of backgrounds, experiences and perspectives. These may relate to ethnicity, gender, age, disability and other characteristics. Measuring pay gaps across these characteristics helps organisations identify whether people are experiencing equitable access to pay, progression and opportunity, and where targeted action may be needed to address barriers.

The graphs below show gender, ethnicity and disability pay gap calculations broken down by sector and year.

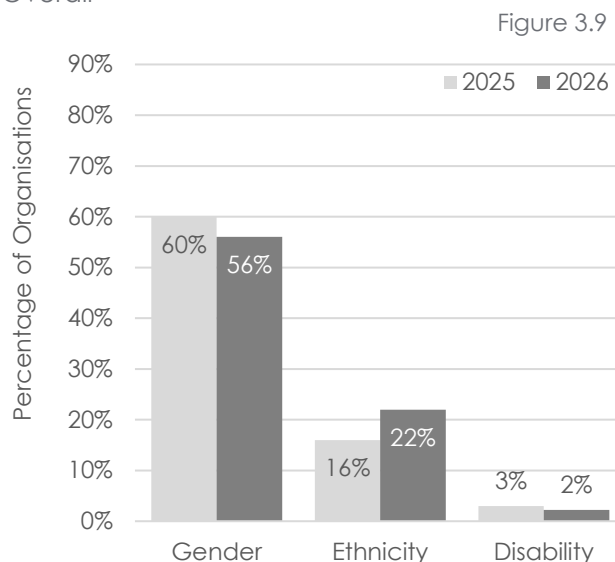


22% of organisations have carried out ethnicity pay gap analysis, compared to 16% in 2025

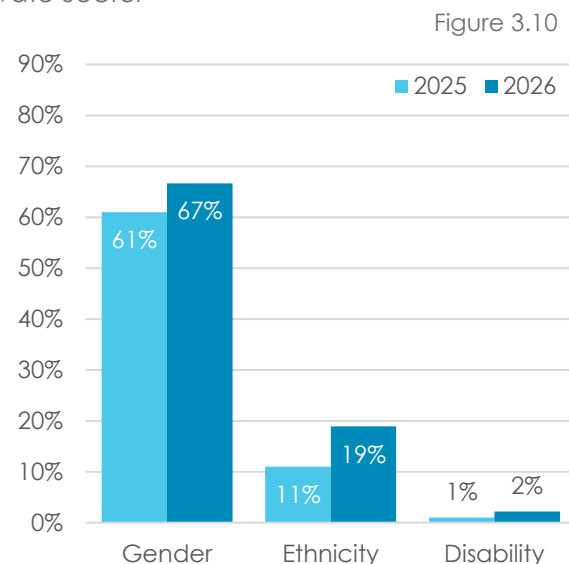
The data shows that while gender remains the most common demographic collected and analysed, private and public sector organisations are showing increased focus on ethnicity, an area where both data collection and pay gap analysis is typically less established (Figures 3.10 and 3.11). Figure 3.12 indicates that not for profit organisations are less likely to have conducted pay gap analysis. Figure 1.4 demonstrates that the majority of not for profit organisations do not have sufficient staff numbers across each role or category to warrant a pay gap calculation, many of which have less than 50 employees.

GENDER, ETHNICITY AND DISABILITY PAY GAP ANALYSIS | BY SECTOR AND YEAR

Overall



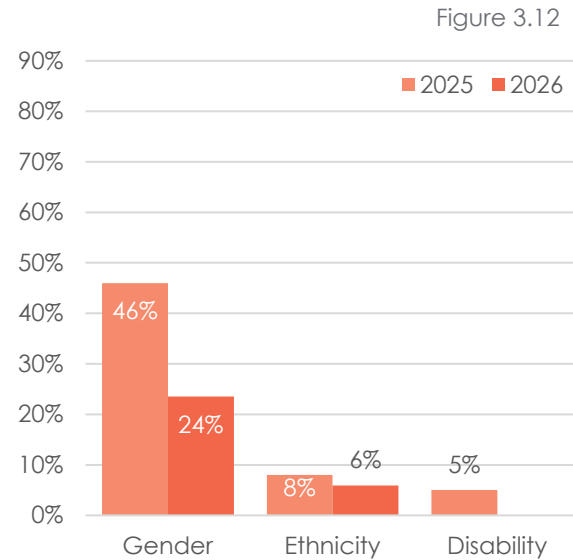
Private Sector



Public Sector



Not for Profit Sector

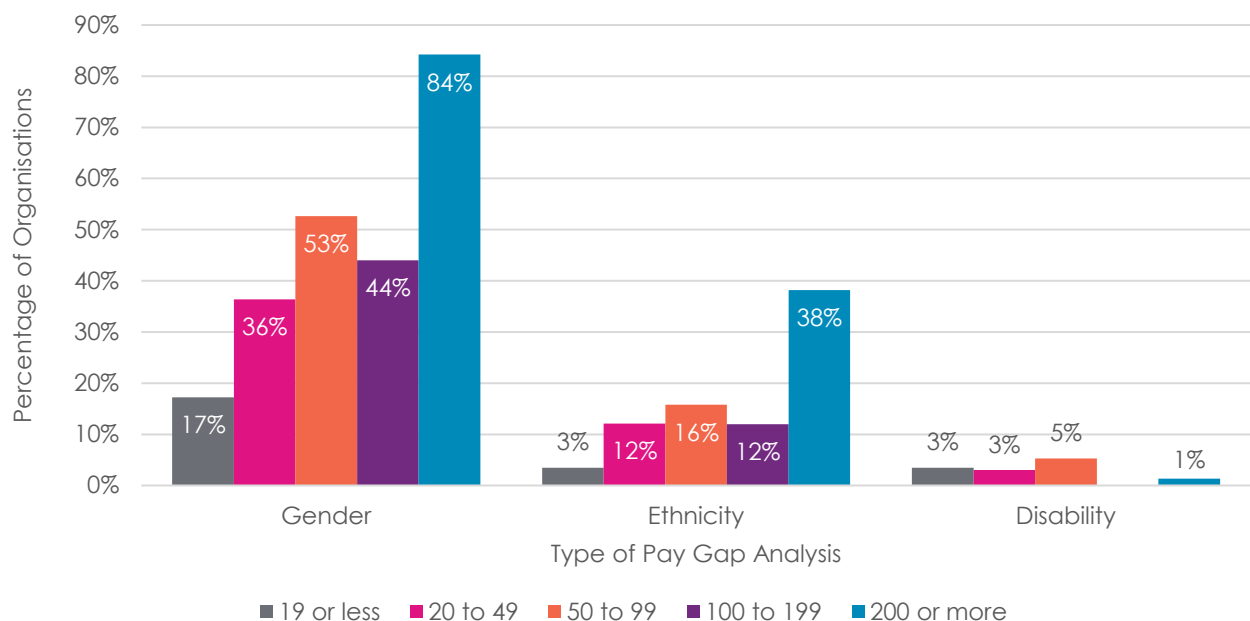


The graph below examines the types of pay gap analysis carried out by organisation size (headcount).

Large organisations (classified as those with a headcount of more than 200 employees) are more likely to have carried out pay gap analysis on ethnicity as well as gender.

GENDER, ETHNICITY AND DISABILITY PAY GAP ANALYSIS | BY ORGANISATION SIZE (EMPLOYEES)

Figure 3.13



In our experience, it is challenging to undertake ethnic pay gap reporting if sample sizes are smaller, this will also be contributing to a bias towards the larger organisations being more likely to have conducted ethnicity analysis.

Perceptions and Practices – Monitoring and Support

MINISTRY FOR WOMEN GENDER PAY GAP TOOLKIT

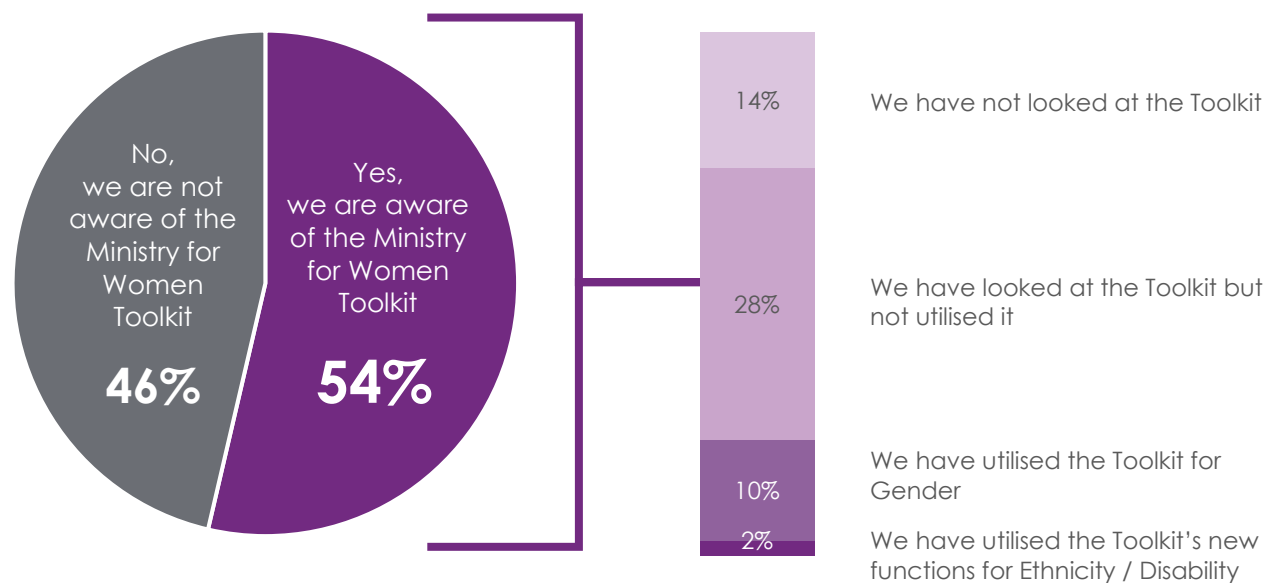
The Ministry for Women's Gender Pay Gap Toolkit is a comprehensive resource designed to help organisations measure, understand, and address gender pay gaps. Participants were asked whether they were aware of the Ministry's Gender Pay Gap Toolkit – responses are presented below.



There was a continued awareness of the Ministry for Women's Toolkit among survey respondents, with 54% reporting awareness. In 2025, 49% of respondents were aware of the toolkit.

ENGAGEMENT WITH THE MINISTRY FOR WOMEN'S GENDER PAY GAP TOOLKIT

Figure 4.1

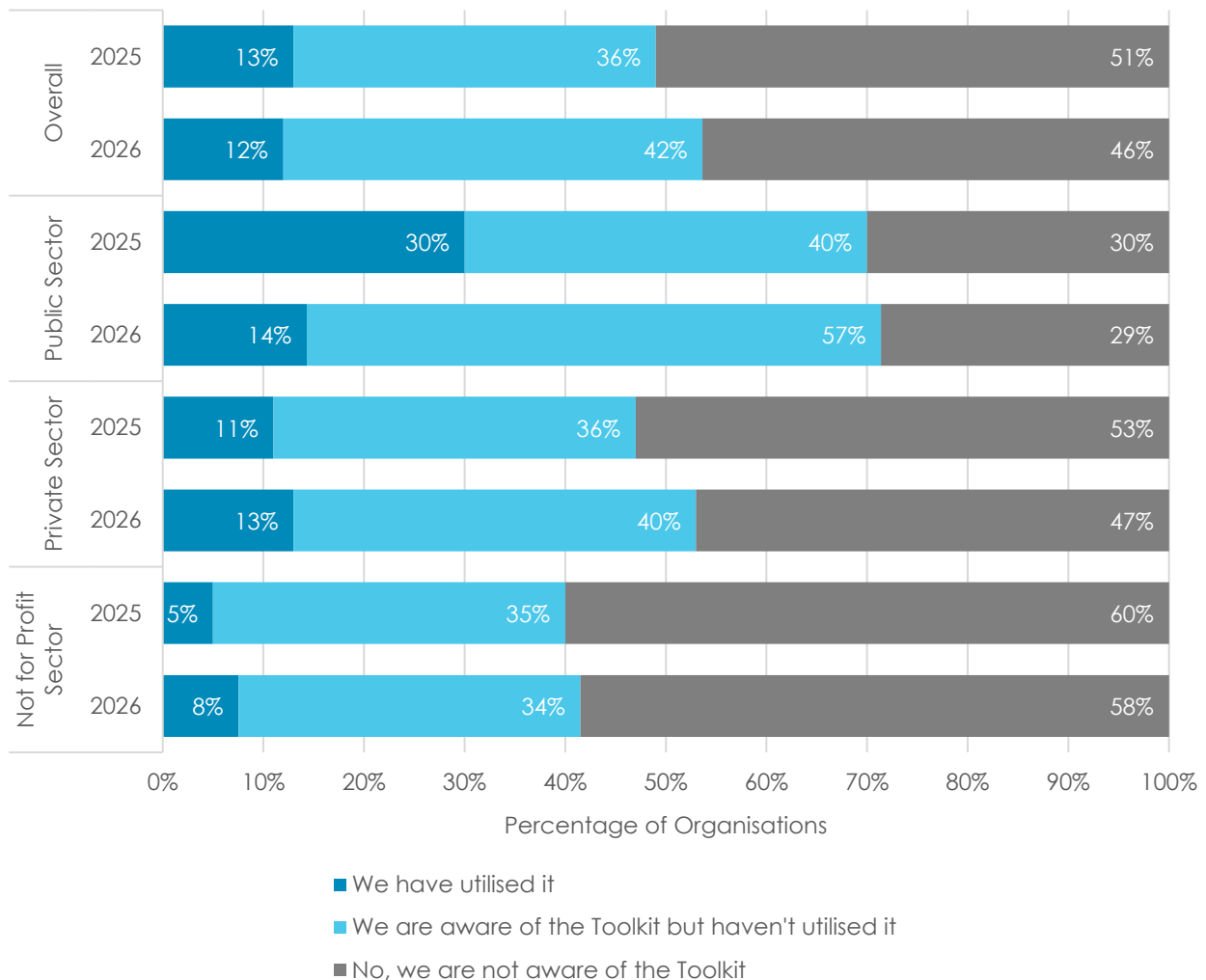


Consistent with results from 2025, public sector organisations are more likely to be aware of the Toolkit than private sector or not for profit organisations.

Organisations with more employees are also more likely to be aware of the Toolkit than those with fewer employees. For details on engagement with the Toolkit by organisation size, see Appendix C, Figure 4.4.

ENGAGEMENT WITH THE MINISTRY FOR WOMEN'S GENDER PAY GAP TOOLKIT | BY SECTOR

Figure 4.2

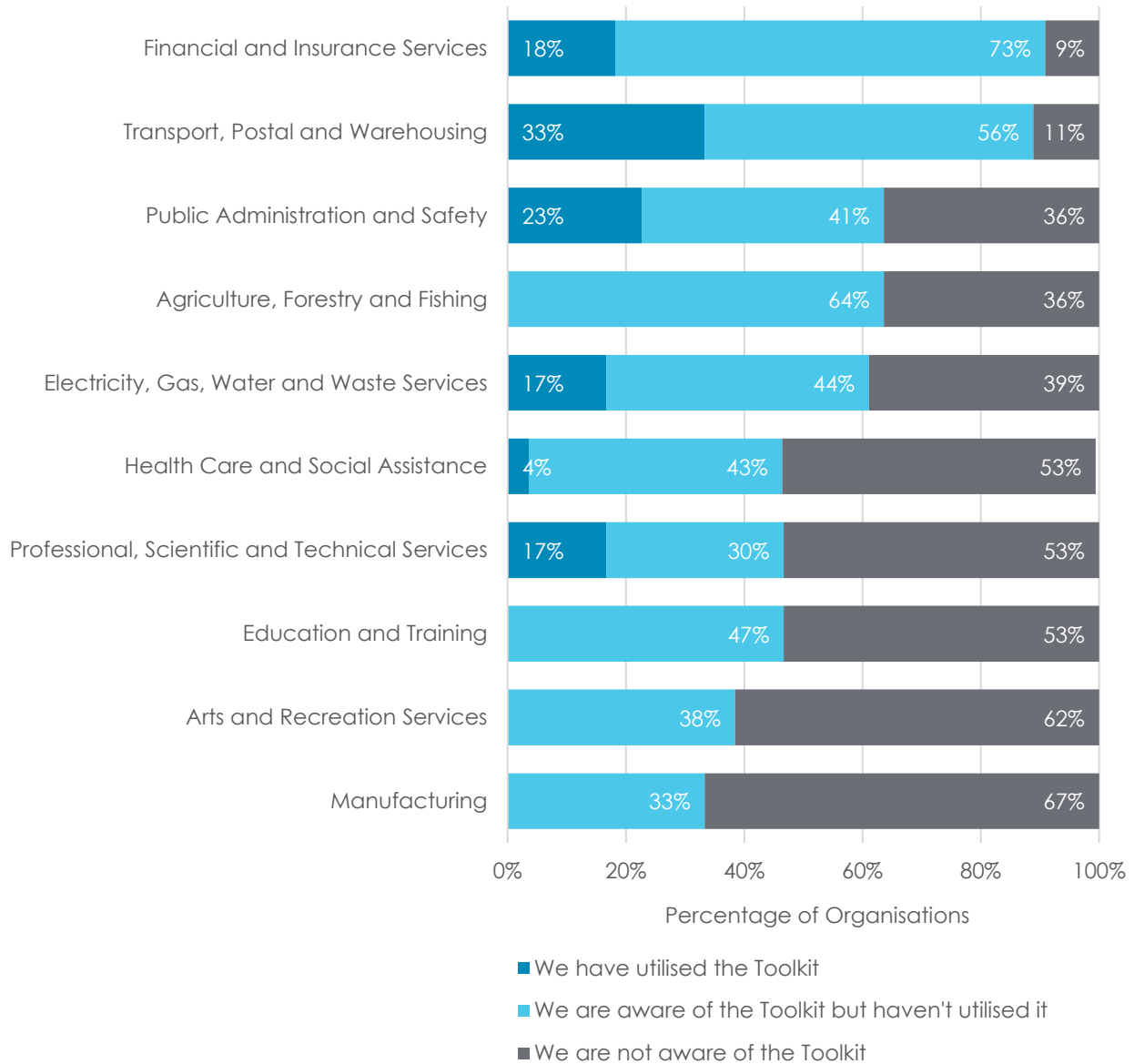


Engagement with the Toolkit varies across industries, likely due to typical organisation size and staff diversity. For example, there is high engagement across industries where organisations tend to be large such as Transport, Postal and Warehousing and Finance and Insurance.

Only industries represented by at least five organisations have been included in results.

ENGAGEMENT WITH THE MINISTRY FOR WOMEN'S GENDER PAY GAP TOOLKIT | BY INDUSTRY

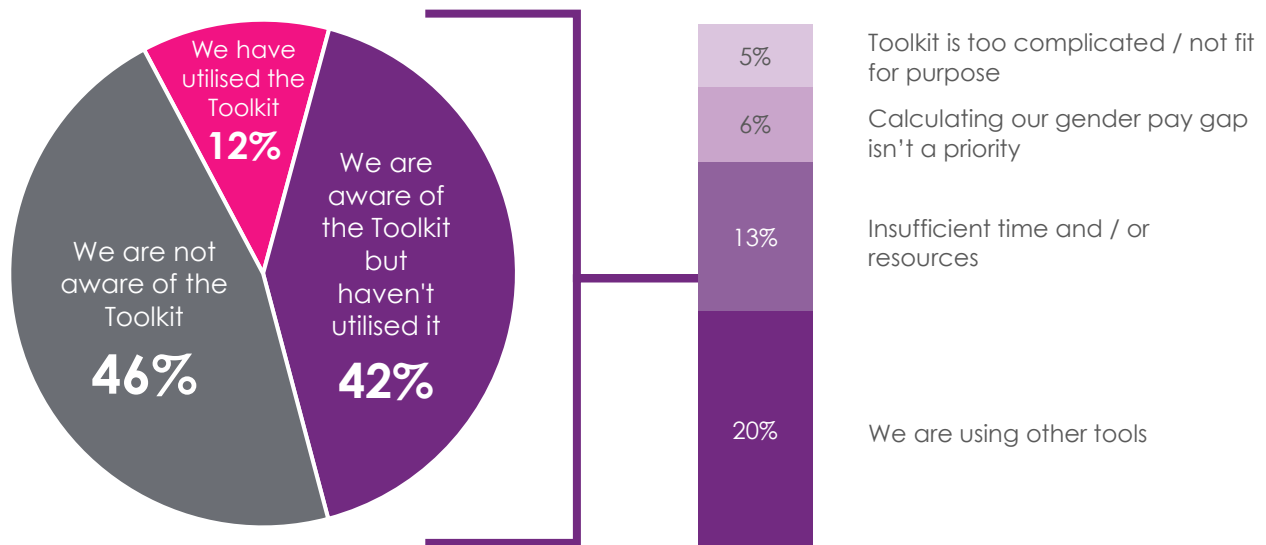
Figure 4.3



Among those who were aware of the Ministry's Toolkit, the most common reason for not using it was that they used other tools instead.

CHALLENGES TO USING THE TOOLKIT

Figure 4.5



CHALLENGES TO ANALYSING PAY GAP

There are a number of reasons organisations cite for not carrying out gender pay gap analysis. The top three reasons cited are:

- Limited staff numbers across each category
- Belief that existing pay gaps are explainable
- Lack of resourcing or experience

Only **28%** of organisations indicate gender pay gap is **not a priority**

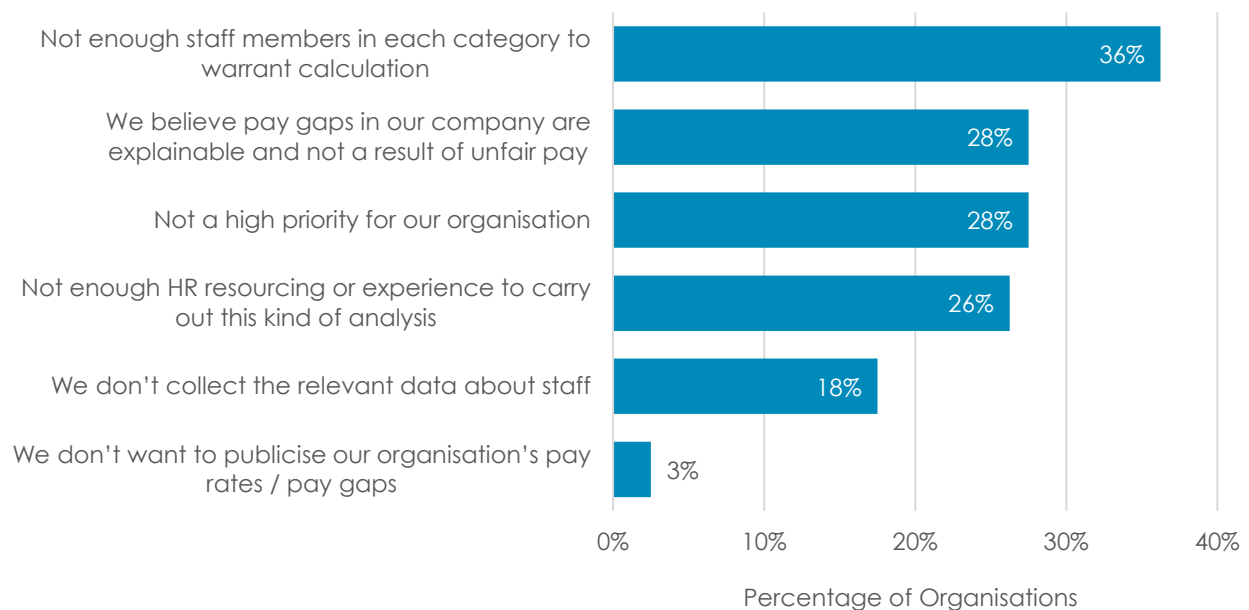
This was reported at 39% in 2025



The primary barriers identified by those organisations who hadn't measured their gender pay gap are presented in the graph below:

TOP REASONS CITED

Figure 3.7



Consistent with 2025, the most common reason for not undertaking gender pay gap analysis is a lack of gender diversity, making gender pay gap analysis impractical.

Many organisations also cited the proportion of staff on collective agreements which are based on structured pay scales.

Last year, a barrier to gender pay gap calculation for 21% of organisations was insufficient access to employee demographic data. This year this challenge was cited by only 18% of respondents.

ADDITIONAL RESOURCES

Organisations were asked what additional resources they believe may be helpful to their pay gap journey.

Small to medium sized organisations of **50 to 100 employees** said they would benefit most from having **Best Practice Guidelines and examples**

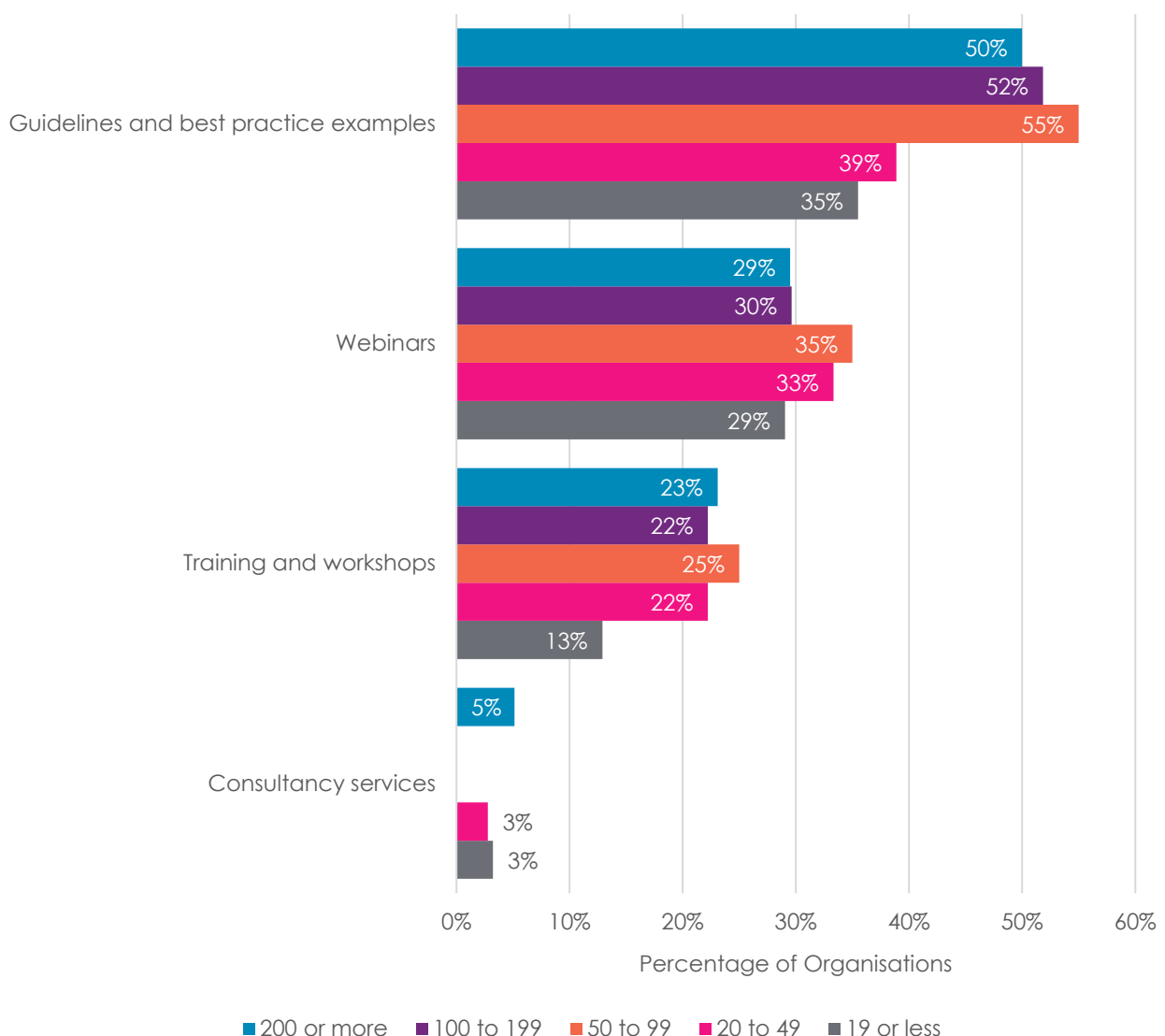


Guidelines and best practice examples continue to be the additional resources considered most useful by participating organisations. Webinars and targeted training and workshops also remain popular resources, nominated by 31% and 21% of organisations respectively.

Figure 4.7 illustrates details of the percentage of organisations who nominated each resource by organisation size. For details of additional resources indicated by sector, see Appendix C, Figure 4.6.

ADDITIONAL RESOURCES SOUGHT | BY ORGANISATION SIZE (EMPLOYEES)

Figure 4.7



Appendices

Appendices

APPENDIX A: PARTICIPATING ORGANISATIONS

Over 200 individual responses were received for this survey from 192 unique organisations. Multiple responses from the same organisations were consolidated to ensure each organisation has an equal voice in the analysis. Not all respondents submitted responses to all questions.

30 Seconds	Evolution Care
AA Insurance Limited	EY (Ernst & Young)
ACE New Zealand	Facteon Intelligent Technology Ltd
Achilles New Zealand	Finance Now Limited
ADInstruments NZ Limited	Fletcher Building Limited
Airways New Zealand Limited	Foodstuffs South Island Limited
Align	Giles
Ampol Limited	Gore District Council
Animates New Zealand	Graphix Explosion Ltd
Apata Limited	Greenpeace Aotearoa Incorporated
Apex Water	Grow Human Resources
ASPEQ Limited	Halberg Foundation
AsureQuality New Zealand Limited	Herenga a Nuku Aotearoa The Outdoor
Auckland International Airport Limited	Access Commission
Auckland Transport	Hitachi ABB Power Grids
Auckland University of Technology	Holdson Limited
Aurora Energy Limited	Home Foundation NZ
Badminton New Zealand	Horizon Energy Group Limited
Baker Tilly Staples Rodway Auckland Limited	Hortus Limited
Bidfood NZ	Human Rights Commission Te Kāhui Tika
Blackhawk Tracking Systems Limited	Tangata
Boffa Miskell	Ia Ara Aotearoa Transporting New Zealand
BusinessNZ	Incorporated
Canterbury Rugby Union	International Accreditation New Zealand
Careerforce Te Toi Pukenga	InternetNZ - Ipurangi Aotearoa
Cawthron Institute	Juice Products NZ Limited
Central Lakes Trust	Ka Puta Ka Ora Emerge Aotearoa Limited
Challenge 2000	Kapiti Coast District Council
Champion Centre	Kati Huirapa Runaka ki Puketeraki
Child Cancer Foundation	Kawerau District Council
Christchurch Casino Limited	KJ & LM Burns Ltd
Christchurch City Council	KPMG
Christchurch City Holdings Limited	Landpower Group
Christchurch International Airport Limited	Lindesay Construction
Clarus	Livestock Improvement Corporation Limited
Commerce Commission Te Komihana	Made NZ
Tauhokohoko	Malloch McClean +MORE
Counties Energy Limited	Manawahe Stone Quarry & Ywarri Farms Ltd
Craigs Investment Partners	Marlborough Lines Limited
Criminal Cases Review Commission	Massey University
Crowe Horwath (NZ) Limited	Matahui School
Destination Westland Limited	Matamata-Piako District Council
Diocesan School for Girls	Meridian Energy Limited
DMS Progrowers Limited	Mid North Farms
Dynamic Controls Limited	Milford Asset Management
Eastland Generation	Ministry for Women
ElectroNet Services Limited	Mirror Counselling Service (Aroha Ki Te
Elizabeth Knox Home & Hospital	Tamariki)
Engineering New Zealand	Moana New Zealand Limited
Environment Southland	Monte Cecilia Housing Trust
Essity	National Advocacy Trust

National Council of YMCAs of New Zealand
Incorporate
National Hauora Coalition
National Infrastructure Funding and
Financing Limited
Netball Wellington Centre
Neurological Foundation
New Zealand Institute of Management
New Zealand Land Search and Rescue
New Zealand Law Society
New Zealand Post Limited
New Zealand Superannuation Fund
New Zealand Transport Agency
Nga Waihua o Paerangi Trust
Ngati Awa Social & Health Services Trust
Northland Regional Council
Northpower Limited
NZME Limited
Omah Services Limited
OneSchool Global
Oyster Property Group
Pacific Edge Limited
Palmerston North Theatre Trust
Parafed Taranaki
Paralympics New Zealand
Perpetual Guardian Trust
Pertronic Industries Limited
PGG Wrightson Limited
Plumbing World Limited
Polson Higgs
Porirua City Council
Port of Tauranga Limited
Power Farming New Zealand
PowerNet Limited
PricewaterhouseCoopers New Zealand
Profile Group Limited
Pulse Energy
Queenstown Lakes Community Housing Trust
Queenstown Lakes District Council
Quotable Value Limited
Reddy Group
Regional Software Holdings Limited
Rotorua Eye Clinic
Royal Australia New Zealand College of
Radiologists
Royal New Zealand College of General
Practitioners
Rural Women NZ
Save the Children New Zealand
Scanpower Limited

Seaview Estate Wines
Sharesies
Silver Fern Farms Limited
Sisters of Compassion Ltd
SKYCITY Entertainment Group Limited
South Port New Zealand Limited
Southern Paprika
Spencer Henshaw Ltd
Sport Manawatu
Sport NZ Group
SRS New Zealand
Stopping Violence Services Christchurch
Stopping Violence Services Dunedin
Stuff
Synlait Milk Limited
Tauranga Jazz Society
Te Ara Ahunga Ora Retirement Commission
Te Arawa Group Holdings Ltd
Te Puna Ora O Mataatua
Te Runanga o Toa Rangatira
Te Tahi Youth
Thankyou Payroll
The Anglican Trust for Women and Children
The Building Intelligence Group
The Kitchenary
The Law Association
The Law Store
The Supported Life Style Hauraki Trust
The Tatua Cooperative Dairy Company
Limited
The Todd Corporation Limited
The Wellington Company Limited
Toimata Foundation
Tomorrow Today (NZ) Limited
Trust House Limited
Trust Management Limited
Universal College of Learning Limited
University of Auckland
University of Waikato
Vector Limited
Venture Taranaki Trust
Volleyball NZ Inc
Wade Group Limited
Waikato District Council
Waikato Institute of Technology
Wellington Free Ambulance Service
Wellington Zoo Trust
Westland District Council
YMCA South Waikato
Younited Students Association

APPENDIX B: PULSE CHECK RESPONDENT DEMOGRAPHICS

Organisation Industry

Industry categories for the 2026 pulse check were condensed to provide more robust samples. Separate industry categories present in 2025 but not in 2026 are listed below:

- Mining
- Wholesale Trade
- Rental, Hiring and Real Estate Services
- Administrative and Support Services
- Other

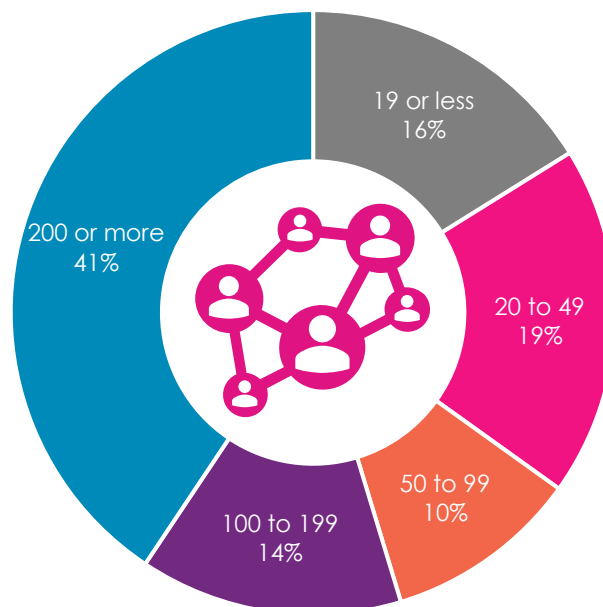
Organisation Size

This year we have changed the organisation size categories to better represent the spread of participants. Previous categories are listed below:

- Up to 49 (Very Small)
- 50 to 499 (Small to Medium)
- 500 to 2,499 (Medium to Large)
- 2,500+ (Very Large)

Figure 1.3

PARTICIPANTS BY ORGANISATION SIZE (HEADCOUNT)

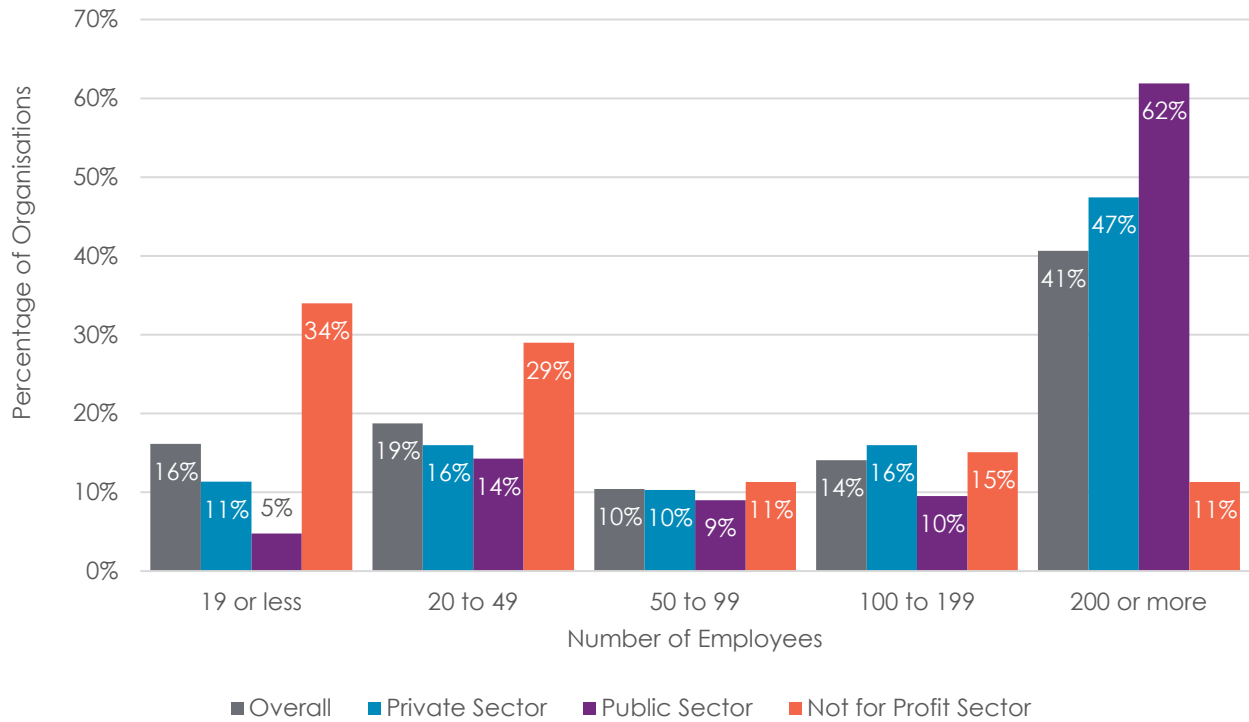


The graph below represents the spread of organisations by employee numbers overall and across each sector.

The distribution of organisations from each sector across the size categories has a significant impact on the overall results in each section, so insights are presented by both sector and organisation size where possible.

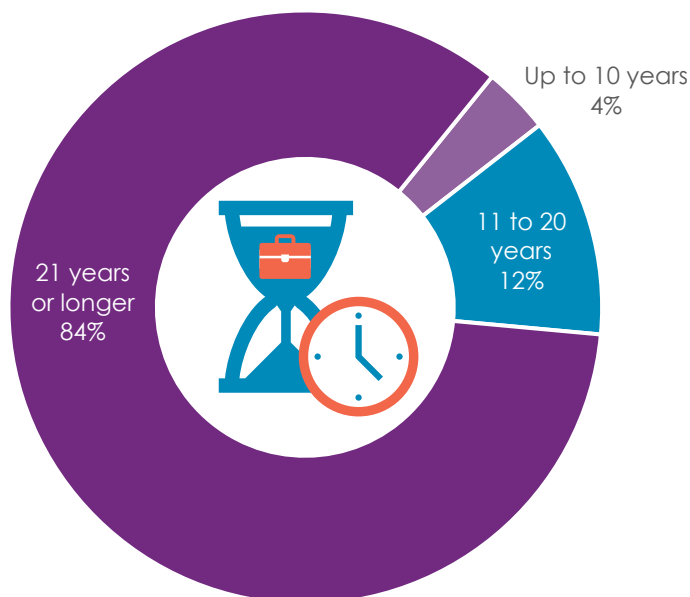
PARTICIPANTS BY ORGANISATION SIZE | BY SECTOR

Figure 1.4



PARTICIPANTS BY NUMBER OF YEARS OPERATING | OVERALL

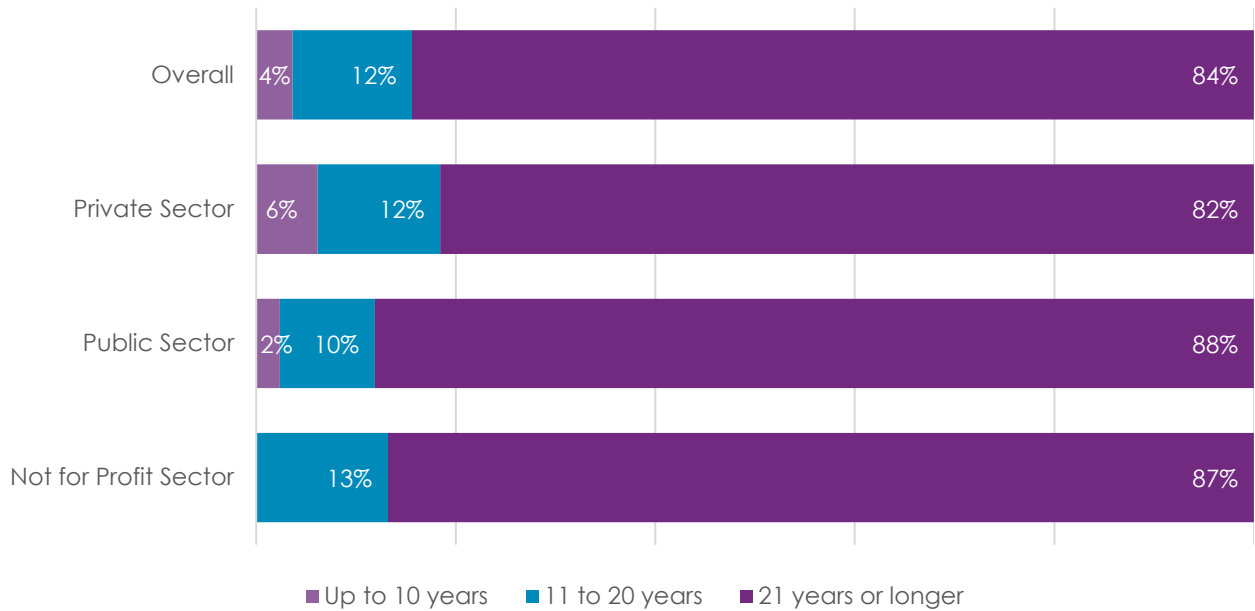
Figure 1.5



The number of years each participating organisation has been operating is consistent across sectors with the majority of organisations in all sectors in operation for at least 21 years, providing analysis with a basis of highly established participants.

PARTICIPANTS BY NUMBER OF YEARS OPERATING | BY SECTOR

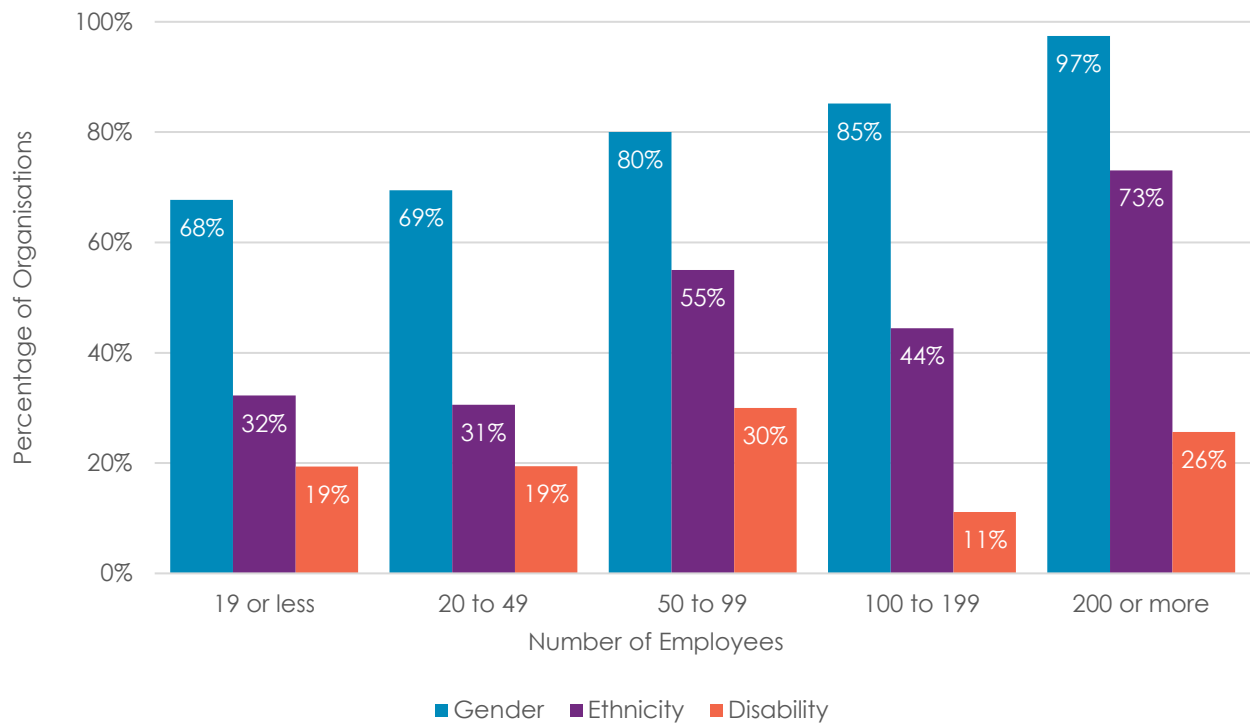
Figure 1.6



APPENDIX C: EMPLOYEE DEMOGRAPHIC DATA COLLECTED

EMPLOYEE DEMOGRAPHIC DATA COLLECTED | BY ORGANISATION SIZE

Figure 2.3

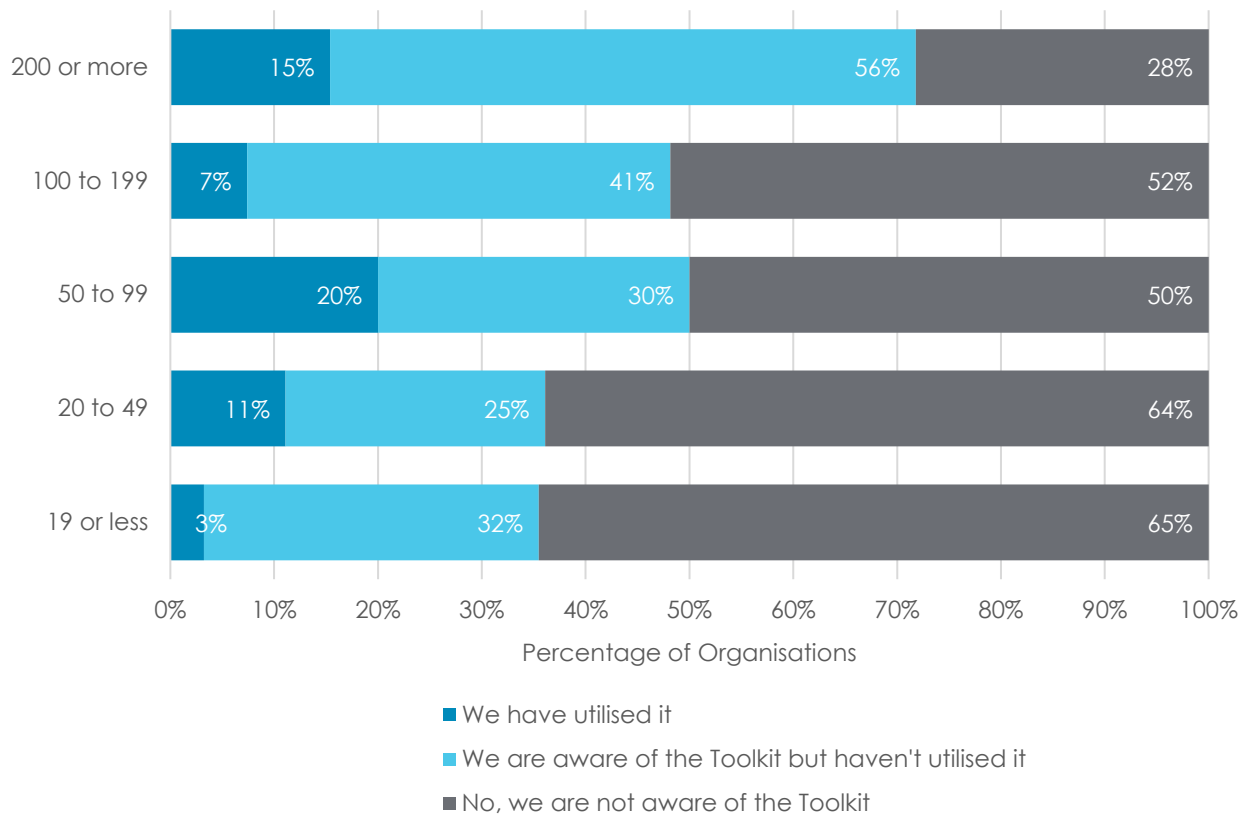


APPENDIX D: MINISTRY FOR WOMEN GENDER PAY GAP TOOLKIT AND ADDITIONAL RESOURCES

Ministry for Women Gender Pay Gap Toolkit

ENGAGEMENT WITH THE MINISTRY FOR WOMEN'S GENDER PAY GAP TOOLKIT | BY ORGANISATION SIZE

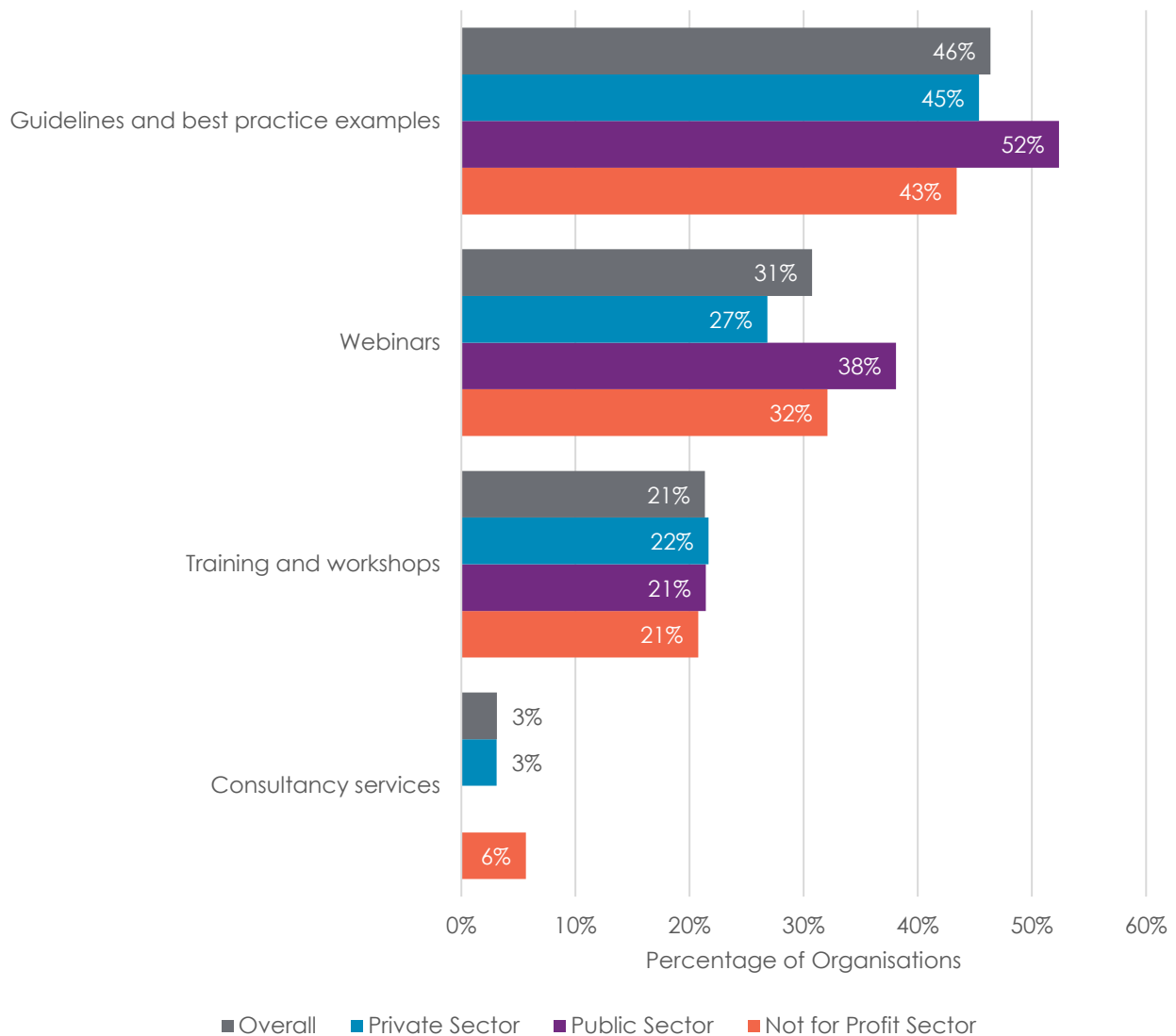
Figure 4.4



Additional Resources

ADDITIONAL RESOURCES SOUGHT | OVERALL AND BY SECTOR

Figure 4.6



APPENDIX E: ABOUT STRATEGIC PAY

At Strategic Pay we provide innovative solutions to help organisations meet their strategic remuneration, performance development and performance improvement goals. We help improve your overall performance by ensuring employee effort, remuneration and rewards are closely aligned with business objectives.

Deliver Strategic Rewards

We work alongside you to provide a compelling proposition that attracts retains and motivates the best people.

Our adaptable solutions include:

- Remuneration and reward strategy development
- Executive remuneration and performance advice (including incentives)
- Salary options using job evaluation, grades, bands or benchmarks
- Salary review management, including processes, tools and training
- Performance development systems, including customised design and implementation

Access New Zealand's Largest Remuneration Data Services

We offer an unrivalled suite of over 30 nationwide and specialist industry and sector remuneration survey reports, based on New Zealand's largest remuneration database.

Our key nation-wide surveys and reports include:

- NZ Remuneration Report
- NZ Benchmark Report
- Senior Executives Remuneration Report
- Senior Executives Remuneration Report
- Directors' Fees Report
- Corporate Services and Executive Management Report

Use Smart Technology

We understand busy HR practitioners' needs and offer a range of smart tools to manage remuneration and survey submissions:

- RemWise®: a remuneration tool to manage all aspects of your salary review, market data and survey submissions
- RemOn-Demand®: online access to remuneration reports, resources and insights
- PayCalculator: survey data at your fingertips

Drive Organisation Performance

Superior organisational performance is critical to delivering strategic business objectives. Speak to us today about developing a future proof strategy supported by an organisational model and structure, and matching the right people to accountabilities best designed to deliver the strategy in your organisation.

Build Capability

Through a range of workshops, we provide clients with comprehensive short courses in Remuneration, Performance Management and Organisational Performance. We also offer training programmes that can be tailored to meet your specific requirements.

Consult Nationwide

Strategic Pay is nationwide, servicing clients across all parts of New Zealand from our various locations. Our consultants regularly travel to visit clients around the country and are happy to meet wherever you are. Find out more at www.strategicpay.co.nz