



# Tāngata—Our people are our centre

# Overview of our plan for 2019—2020

Mar Apr May Jun Jul Aug Sept Oct Nov

## Our story

We are a new and small agency who have just finished implementing our new structure. Our workforce composition is changing as we move to a more permanent workforce to an organisation who is here for the long-term. Our mission is 'Investing in what works for better lives' and our people are passionate about this mission.

We want to develop and invest in our people. We want to build on the great start we have made by creating a workplace where everyone is valued, respected and where they can bring their whole-selves to work. Our environment enables and supports their development and performance against our mission.

We want our employment brand to be strong and to be recognised as a great place to work. We want to be known as an employer that grows talent.

## Our Values

Our values underpin everything we do—they are the DNA of this organisation. Our approach, behaviours, and performance all link to our values.

### Tangata – We're about people

People will do better, sooner and for longer, when the social system works in partnership, acting on better evidence to develop and deliver services.



### Manawa Māui – We are a catalyst for change

We challenge the status quo constructively and seek better ways of doing things. We help create change to improve lives through different approaches.



### Taunakitanga – We influence through evidence

We use evidence to influence positive change for New Zealanders



### Puaretanga – We're transparent by nature

We will share what we're doing, how we're doing it, and what we learn.



### Tātou

With our people we will develop our diversity & inclusion strategy, including a policy to ensure we have a workplace where everyone can bring their whole self to work. Our environment is free from bullying, harassment and bias. These strategies will link with our Health Safety and Wellbeing approach and our commitment to be a fully accessible workplace. One of our goals is to achieve the Rainbow tick.

Our GPG is a core aspect of this strategy and is focused on introducing and implementing good practices to ensure a gender pay gap

### Domestic Violence Free

Our DV Free policy, training and supports in place will ensure we have a workplace that is safe and makes a difference in the lives of our people experiencing domestic violence. One of our goals is to achieve the DVFree tick.

### Our DNA—Our Values

Our DNA is how we work together to do what works for better lives. Our values need to be reflected in everything we do, internally and externally. We will reconnect our people with our values and measure our progress through Kōrero mai.

### Kōrero mai

Our annual engagement survey provides us with a formal opportunity to hear from our staff on how they find working here.

### Growing Performance

How our people perform is critical to our success. We are committed to working with our people to develop performance and potential.

### Reward and Recognition

A fair, transparent and affordable approach to reward and recognition for our people.

### Graduate programme/Scholarship

We scope our approach to develop and invest in growing data scientists by scholarships and providing intern and employment opportunities for senior students and graduates.

### Te Aho Kura/The Māori Thread

We will scope our approach to building Māori capability in the Social Investment Agency.

Key milestone

Led by Corporate

Led by other business groups





## Tāngata – Our people are our centre

## A closer look at our plan 2019-2020

This is our organisational development plan: Where we will focus our efforts for the next 12-18 months on new initiatives. We will get input from our people and this plan will evolve over time. Our plan doesn't cover all the important work we do, such as Health, Safety & Wellbeing as we have existing policies and processes which we will continue to build on. Much of our work is interlinked and our actions and milestones will be integrated into our broader work plan. Our working groups will help us to define the next steps for 2020 and beyond.

### Focus areas

### Our actions

### Key Milestones

#### Tātou

With our people we will develop our diversity & inclusion strategy, including a policy to ensure we have a workplace where everyone can bring their whole self to work. Our environment is free from bullying, harassment and bias. These strategies will link with our Health Safety and Wellbeing approach and our commitment to be fully a accessible workplace. One of our goals is to achieve the Rainbow tick.

Our GPG (Gender Pay Gap) action plan is part of our broader D&I approach and is focused on introducing and implementing good practices to ensure a gender pay gap

- ◆ Increasing understanding and buy-in of our leaders and people
- ◆ Developing a diversity and inclusion strategy and policy
- ◆ Developing metrics and monitoring
- ◆ Developing recruitment policy and practices
- ◆ Developing parental leave policy and practices

- Mar**
  - ◆ ELT agree strategy
  - ◆ Launch GPG Action Plan
  - ◆ Establish working group
  - ◆ Review recruitment and parental leave policies
- Apr**
  - ◆ Working group develop D&I strategy & policy
  - ◆ Engage with staff on D&I strategy & policy
- May**
  - ◆ Launch D&I policy on Pink shirt day (17<sup>th</sup>)
  - ◆ Undertake unconscious bias training for people leaders

#### Domestic violence (DV) free

Our DV Free policy, training and supports in place ensure we have a workplace that is safe and makes a difference in the lives of our people experiencing domestic violence. One of our goals is to achieve the DV Free tick.

- ◆ Work with Shine, MSD and other agencies to develop policy, approach and training

- Apr**
  - ◆ Policy is in place (1 April)
  - ◆ Undertake training for first responders
- May**
  - ◆ Undertake training for people managers

#### Our DNA – Our values

Our DNA is how we work together to do what works for better lives. Our values need to be reflected in everything we do, internally and externally. We will reconnect our people with our values and measure our progress through Kōrero mai

- ◆ Undertake a session with our people on our values. The objective is to introduce our values to new staff (refresh for existing) and identify and agree behaviours that demonstrate those values with an internal lens
- ◆ Introduce our values into our policies as they are developed or reviewed

- Apr**
  - ◆ Run values session at all staff hui
- May**
  - ◆ Get a baseline measure how our values are demonstrated through Kōrero mai

#### Kōrero mai

Our annual engagement survey provides us with a formal opportunity to hear from our staff on how they find working here.

- ◆ Undertake an engagement survey
- ◆ From results, identify action plans at organisation and team levels
- ◆ Implement action plans

- Apr**
  - ◆ Begin communication with our people
- May**
  - ◆ Run survey
- Jun**
  - ◆ Analyse results and identify action plans at organisation and team level
  - ◆ Implement action plans (on-going)

#### Growing performance

How our people perform is critical to our success. We are committed to working with our people to develop performance and potential. Includes other initiatives that contribute to growing SIA's capability including technical and soft skills for example: Leadership (LSP), Induction, and Education.

- ◆ Develop our performance framework
- ◆ People managers agree performance with individuals/teams
- ◆ People managers plan development with individuals/teams
- ◆ Continue lie-down sessions with our people to inform, educate, and participate and discuss progress on relevant topics

- May**
  - ◆ Establish a working group
  - ◆ Facilitate a lie-down session with staff to get their input into our performance framework
- Jun**
  - ◆ Agree performance framework ready for implementation from 1 July

#### Reward and recognition

Our reward and recognition framework is fair, transparent and affordable. It sits inside our public sector parameters and provides opportunities to reward recognise and remunerate our people fairly.

- ◆ Agree approach to 2018/19 end of year remuneration review
- ◆ Develop our reward and recognition framework and policy for implementation for the 2019/2020 year

- May**
  - ◆ Establish a working group
  - ◆ Facilitate a lie-down session with staff to get their input into our reward and recognition framework.
- Jun**
  - ◆ ELT agreement of 2018/19 rem review approach
- Jul**
  - ◆ Implement reward and recognition framework and policy
  - ◆ Undertake salary reviews for eligible employees

#### Graduate programme/scholarship (Not confirmed)

We scope our approach to develop and invest in growing graduates.

- ◆ Explore what is currently in place in the government sector and if we can potentially use that as a mechanism

- Aug**
  - ◆ Scoping work initiated

#### Te Aho Kura/The Māori Thread

We will scope our approach to building Māori capability in our people and provide support and development to build tikanga.

- ◆ Establish a Cultural Capability benchmark
- ◆ Launch courses including Te Reo, Effective Engagement with Māori, Understanding the Treaty and Data.

- Apr**
  - ◆ Undertake a cultural capability survey
  - ◆ Scope training & development options