

BEING A GREAT EMPLOYER

CFFC continues to be committed to good employment practices by ensuring our behaviours speak to providing equal opportunities, encouraging workplace diversity, great team culture, and developing our existing employee talent. All these factors underpin the success of our organisation.

From good to great.....this year CFFC focused on:

- Internal transformation by streamlining our leadership workstreams and engaging talented specialists to deliver excellence in their field of expertise
- Making exceptional recruitment decisions, employing the best to partner with our existing talent pool.
- Maintaining a strong employee connection to the organisation through team offsite days, encouraging debate and discussion on our workstream strategies and internal culture.
- Streamlining internal processes, continually looking for efficiency gains; working smarter not harder.
- Peer-to-peer acknowledgement of achievement in our weekly team meetings, embedding a culture of positivity and pride.
- Keeping our safety culture alive with new employees trained as workplace first aiders.
- Celebrating our successes as a team; CFFC was delighted to win twice at the IPANZ Public Sector Excellence Awards: we won the Public Sector Engagement category for our Review of Retirement Income Policies and the Digital Government category for our relaunch of sorted.org.nz.
- Embracing change as the pathway to organisational evolution.

Who are we?

- We are tenacious change agents that challenge the status quo.
- We lead and drive an underlying and enduring shift in the way people think about and manage money to build national, collective and individual wellbeing.
- We are bold and brave, real, unreasonable, curious, intelligent, empathetic.

Our brand is who we are.

The list opposite outlines our achievements against the seven key elements of being a good employer, as set out by the Human Rights Commission

1. Leadership, Accountability and Culture

- Strong leadership and clear vision where people are valued.
- Alignment between strategic objectives, individual objectives and performance measures.
- Engagement processes with employees and opportunities for them to engage and participate in organisational decisions.
- Encouraged and supported employee-led initiatives to grow employee engagement.
- Managers accountable for ensuring EEO and managing diversity.

2. Recruitment, Selection and Induction

- Impartial, transparent employment process.
- No barriers or biases to employing the best person for the job.
- New hires surveyed on ethnicity, gender, age and disability to help understand employee profiles and hiring behaviours.

3. Employee Development, Promotion and Exit

- Positive, equitable approach to developing all employees.
- Equitable treatment for all employees to move up, through and out.
- Transparent and fair staff development practices in training, coaching, mentoring, promotion and performance management.
- Delivery of a range of technical and functional training and development.
- Each employee works with their manager to prepare their own personal development plan.
- All employees encouraged to contribute to EEO policy development and initiatives.

4. Flexibility and Work Design

- Workplace design that assists employees to balance work with the rest of their lives.
- Consideration of flexible work practices to accommodate staff employment requirements.
- Reasonable accommodation is made for employees with disabilities.
- 100% target return rate from parental leave.

5. Remuneration, Recognition and Conditions

- Equitable, transparent and gender-neutral remuneration system based on individual performance and market benchmarking.
- Equal access to job opportunities and conditions.
- Individual, peer and team recognition is encouraged and practiced.

6. Harassment and Bullying Prevention

- Our Code of Conduct ensures that all employees maintain proper standards of integrity and conduct in accordance with our values.
- Zero tolerance of all forms of harassment and bullying.
- Managers and staff trained on their rights and responsibilities.
- Policies for addressing harassment and bullying complaints.

7. Safe and Healthy Environment

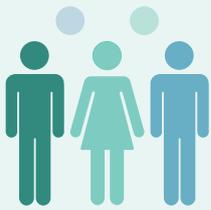
- The Commission continues to invest in health and safety and has a proactive approach to employee health, safety and wellbeing.
- All managers and staff are trained on their rights and responsibilities.
- Environment that supports and encourages employee participation in health and safety.
- Measures to enhance staff wellbeing include an Employee Assistance Programme, workstation assessments, visual care provisions, free flu vaccinations and an on-site HeartStart defibrillator.

OUR WORKPLACE PROFILE



Ethnicity

NZ European	55%
Maori	16%
Other European	9%
Pasifika	7%
Asian / Indian	4%
Other / Not specified	9%



22
Employees



5%
of our employees
work part time



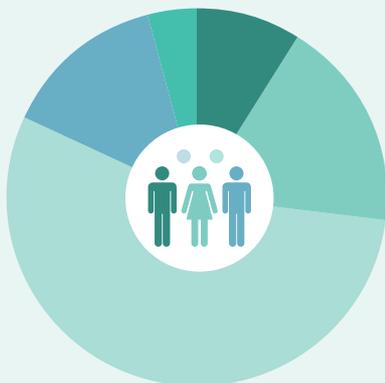
5%
of our employees
have declared a
disability



7%
Gender
pay gap



13%
Ethnic
pay gap



Age Profiles

20 - 30 yrs	9%
31-40 yrs	18%
41- 50 yrs	55%
51-60 yrs	14%
61+	4%