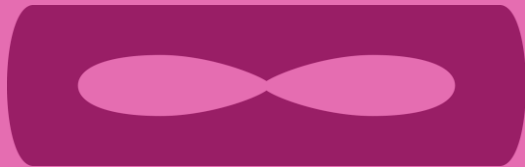


Great Employer Matrix



The Great Employer Matrix (GEM) is an evidence-based tool that brings an equity lens to how employers can build and progress Aotearoa's future workforce. The goal of the GEM is to see more Māori and Pasifika progress into senior, well-paid, resilient jobs.



Overview



The GEM provides a set of standards that address inequities, to enable staff to progress and perform at work. It currently has four key areas of focus:

1. Recruitment & Promotion
2. Organisation & Culture
3. Pay, Conditions & Benefits
4. Training & Development





GEM Partnership



The GEM is being developed in partnership with **UPTEMPO** and  **TUPU TOA**

The partnership means we have valuable insight from both a Pasifika, Te Ao Māori and corporate partner lens throughout the GEM. This ensures the GEM recognises Tangata Whenua in the workplace and supports organisations to uplift both Pasifika and Māori staff.



GEM Development Phase and Launch



The GEM is being critically reviewed and refined in this partnership alongside a group of 7-10 employer partners called our GEM Wayfinders. Over a 6-month period until November 2023, the group will be convening and testing how the GEM works for their businesses. The GEM partnership will evaluate their experiences and collate their feedback in order to finalise the GEM standards, assessment framework and format (e.g. online).

As part of the development phase, we will be seeking a host partner and funding model to ensure the sustainability of the GEM as a dynamic and useful tool. We expect to have the final version of the GEM in late 2023 and to launch what will be the final product in early 2024, dependent on format and partnership details being finalised.



Input and feedback is being sought by all stakeholders on the GEM and we welcome enquiries to: Sarah.Sinnott@aucklandcouncil.govt.nz or Aranui.Titimanu@aucklandcouncil.govt.nz.