



Equal Pay Taskforce Progress report

Date:	19 May 2023		
To:	Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities		
Action Sought:	None	Due Date	
Report No:	2023-0158		
Contact:	Nardine Sleeman, Manager, Gender, Māori, Pacific, and Ethnic Pay 9(2)(a) privacy		
Encl:	Application of Government Workforce	Priority:	Low / Medium / High
Security Level:	IN CONFIDENCE		

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

Equal Pay Taskforce - Public Service Pay Gaps Work Programme

1. The Equal Pay Taskforce is the co-chair of the stakeholder working group, Te Whakapiri.¹ Over the last two months Te Whakapiri has:
 - Supported Crown entities and non-public service departments to develop their first Kia Toipoto pay gaps action plans
 - Established a subgroup to conduct a deep dive into data on occupational segregation for Māori, Pacific and ethnic communities
 - Supported the revitalisation of the Kia Toipoto governance group into the Advisory Group on Ensuring Equity in the Public Service
 - Published recruitment guidance
 - Presented to the New Zealand Council of Trade Unions (NZCTU) organising committee.

2. Additionally, the Equal Pay Taskforce has:
 - Continued to input into advice on pay transparency being developed by the Ministry for Business, Innovation and Employment (MBIE) and Manatū Wāhine Ministry for Women.
 - Presented alongside Mind the Gap and the Equal Employment Opportunities (EEO) Commissioner in a panel discussion about closing gender and ethnic pay gaps for Diversity Works.

3. Over the next two months Te Whakapiri will:
 - Finalise the Māori, Pacific and Ethnic pay gaps work programme
 - Meet with the new Advisory Group on Ensuring Equity in the Public Service
 - Publish videos for agencies and entities on our recruitment and career progression guidance to support implementation of this guidance
 - Review Crown entities' first Kia Toipoto action plans
 - Meet with Universities NZ, the peak body for the eight universities.

¹ Te Whakapiri is made up of the Equal Pay Taskforce, Te Kawa Mataaho Diversity and Inclusion team, Te Rūnanga o Ngā Toa Āwhina (the PSA Māori Network), the PSA, Manatū Wāhine, Te Puni Kōkiri, the Ministry for Ethnic Communities, the Ministry for Pacific Peoples, and members of Rainbow, disabled and pan-Asian employee-led networks.

Recommended Actions

We recommend that you:

Note the progress being made by the Equal Pay Taskforce.

Agree that Te Kawa Mataaho releases this report once it has been considered by you, with matters under active consideration withheld under section 9(2)(f)(iv) of the Official Information Act (OIA).

Hon Priyanca Radhakrishnan

Minister for Diversity, Inclusion and Ethnic Communities

Equal Pay Taskforce Progress Report

Purpose of Report

4. This report provides a high-level overview of the work of the Equal Pay Taskforce for the Minister for Diversity, Inclusion and Ethnic communities. It provides the Minister with an update on progress for Kia Toipoto.

Kia Toipoto – Public Service Pay Gaps Action Plan

Implementing Kia Toipoto, the Public Service Pay Gaps Action Plan 2021 - 2024

5. To meet the transparency milestone of Kia Toipoto, Crown entities, non-public service departments and tertiary education institutions were to publish their first pay gaps action plan by 30 April. For most, this will be the first time they have measured, analysed, or reported their gender or ethnic pay gaps. Amongst the Crown entities group, we have Crown agents which must give effect to, and autonomous Crown entities, independent Crown entities, Crown entity companies and tertiary education institutions which must give regard to the [Government Workforce Policy Statement](#).
6. 77% of Crown agents, 75% of autonomous Crown entities, 79% of independent entities and 64% of Crown entity companies have either published or are working on their plans. We still have some work to do with the tertiary education institutions with only 3 out of 11 institutions contacting us about their action plans. In the next few days, we will follow up with entities who have not yet published their plans to support them to do so. Next week, we are meeting with Universities NZ, the peak body for the eight universities to discuss how to support them with their journey with Kia Toipoto.
7. The coverage of Kia Toipoto aligns with the Government Workforce Policy Statement, which applies to public service agencies, Crown entities, non-public service departments and tertiary education Institutions, see Appendix **one**. Te Pūkenga and Te Whatu Ora have both expressed their commitment to Kia Toipoto but, being in establishment phases, they will apply Kia Toipoto in a different timeframe. They have not been asked to develop pay gaps action plans yet. Kia Toipoto does not cover school boards of trustees since the highly structured nature of pay and progression in schools limits its effectiveness for them.
8. In the next couple of weeks, we will start reviewing the action plans. We will send you a summary of our initial review of entities' plans. We plan to share high-level feedback with entities as a group, and to provide individual feedback to some entities, according to their need for support, to help build capability across the sector as we have done with agencies.
9. Each year since 2019 when pay gaps action plans were initiated under the Public Service Gender Pay Gap Action Plan, Ministers have decided the deadlines to publish plans. Deadlines have changed in the past as we received feedback from agencies about the timeframes and have been shifted twice since 2019 to recognise the pressures the pandemic has placed on agencies and entities.

Based on our experience and on feedback from agencies and entities, we have recommended to the Minister for Women and the Minister for the Public Service that they:

- Keep the deadline for agencies to publish their plans at 15 November, the same as 2022. This provides consistency, aligns with preferred timeframes for agencies and enables Te Kawa Mataaho Public Service Commission (the Commission) to meet a key performance indicator: to support all departments and departmental agencies to publish their annual pay gaps action plans before 31 December.
- Keep the deadline for entities to publish their plans at 30 April, the same as 2023. This provides consistency and allows a full year for entities to develop their second plans. Having different deadlines for agencies and entities enables the EP Taskforce to support each group, which has slightly different needs, more effectively, and gives the EP Taskforce more time to evaluate each group's plans and report to stakeholders.
- Maintain our overall approach for agencies and entities: they can publish and/or update their plans at any time during the year, as long as they publish plans annually by the respective deadlines. This provides a balance between enabling agencies and entities to integrate this work with other planning and reporting cycles and meeting the Kia Toipoto transparency expectations.

Māori, Pacific and ethnic communities' pay gaps work programme

10. Accelerating closing pay gaps for Māori, Pacific and ethnic communities is the primary focus for Te Whakapiri for 2023 and we have developed a draft Māori, Pacific and ethnic communities pay gaps work programme, which is under consultation.

The draft work programme includes:

- Revitalising and expanding the Kia Toipoto governance group to form a new advisory group, including the chief executives of population agencies and rainbow community representation. We have asked the group to champion the Kia Toipoto work programme.
 - Identifying workforce development programmes that have been successful and leveraging these more widely across the Public Service. We will work closely with the agencies involved to achieve this.
 - Complementing the work of agencies to implement the Papa Pounamu Diversity and Inclusion priorities, such as lifting cultural competence in the Public Service
 - A deep dive into occupational segregation for Māori, Pacific and ethnic communities to further explore drivers of ethnic pay gaps and identify ways to address them.
11. We are progressing the Kia Toipoto goal to create fairer workplaces for all, including disabled people and members of rainbow communities. This year we will strengthen our guidance with tailored advice on identifying and addressing barriers to equity for these groups. We are also contributing to the development of system-level plans to improve representation, equity and inclusion for disabled people and members of rainbow communities in the Public Service, led by the Commission.

Supporting our guidance through videos

12. In consultation with agencies and entities, they told us that they prefer to receive advice on applying our guidance in flexible, on-line and relatively short formats. Accordingly, alongside the Q&A sessions on developing action plans held in March (previously mentioned in status reports to you), we are creating two short videos on applying our career progression guidance, which was published in February, and on our recruitment guidance, which was published in May.
13. The videos will explain the main recommendations in each piece of guidance and each include a case study from an agency (Ministry of Defence and Department of Internal Affairs). The videos provide flexibility for agencies and entities to watch in their own time, refer to the guidance for more detail, contact the Taskforce and/or attend our planned drop-in sessions for further support to implement the guidance.
14. We expect to publish the videos by the end of May. They will be shared with HR practitioners across the Public Service. The Taskforce is exploring the option of making them publicly available via the Commission's website.

Building strong relationships with agencies and Crown entities

15. The Public Service Governance Group for Work Addressing Inequities for Women, Māori, Pacific and Ethnic Groups in the Workforce, has been revitalised to form the Advisory Group on Ensuring Equity in the Public Service (Advisory Group). The membership has been widened to ensure representation from all population agencies at the most senior levels, including Whaikaha, as well as rainbow community representation, and the Commission's Deputy Commissioners of Workforce, Employment & Equity and Leadership, Diversity & Inclusion².
16. The Advisory Group will meet for the first time on 1 June. The agenda includes a deep dive into Kia Toipoto, specifically the Māori, Pacific and ethnic communities pay gaps work programme, and updates on pay equity, diversity and inclusion, and pay transparency. One purpose of the Advisory Group is to provide governance, leadership, connection points and ideas across these work programmes.
17. On 10 May, the Equal Pay Taskforce presented alongside Mind the Gap and the EEO Commissioner in a panel discussion on closing gender and ethnic pay gaps hosted by Diversity Works. The audience included businesses, non-government organisations, agencies and entities.
18. On 2 May, Te Whakapiri presented to the NZCTU on Kia Toipoto, and promoted employees and delegates getting involved in entities' work programmes to close their pay gaps. The presentation also focused on the progress to date in the Public Service and our future focus to accelerate progress for women, Māori, Pacific and ethnic employees. The organising committee was interested in how to engage in this work; how to encourage organisations to get started; the importance of having lived-experience voices at all levels of an organisation; how to create robust career progression opportunities, and the importance of strong partnerships between unions and organisations.

² Advisory Group membership comprises: Secretary for Women, Secretary for Pacific Peoples, Chief Executive Ministry for Ethnic Communities, Secretary for Māori Development OR Deputy Chief Executive Te Pūni Kōkiri, Chief Executive and System Lead Pay Equity, Deputy Commissioner Workforce Employment and Equity, Te Kawa Mataaho and Deputy Commissioner Diversity, Inclusion & Leadership, Chief Executive Ministry of Disabled People, Chief Executive representative for Rainbow Communities, Chief Executive Ministry for Culture and Heritage.

Strengthening data and research

19. Te Whakapiri has established a subgroup to conduct a deep dive into Māori, Pacific and ethnic communities' data from the Public Service workforce data, to develop a better understanding of occupational segregation for these groups. We are working closely with the Strategy and Insights team at the Commission on this. The deep dive is intended to provide insights and an evidence base for key initiatives and focus areas in the Māori, Pacific and ethnic communities pay gaps work programme across the Public Service.

Upcoming meetings and engagements

Date 2023	Details	Location
May	Kia Toipoto - Online support Supporting agencies and Crown entities to implement updated Career Progression and Recruitment guidance.	Online

Appendix one

Application of Government Workforce Policy Statement

Below are two tables indicating which agencies 'Must give effect to' or 'Must have regard to' the Government Workforce Policy Statement.

Must give effect to

Public Service Agencies	Departmental Agencies
Departments Crown Law Department of Conservation Department of Corrections Department of Internal Affairs Department of the Prime Minister and Cabinet Education Review Office Government Communications Security Bureau Inland Revenue Department Land Information New Zealand Ministry for Culture and Heritage Ministry for the Environment Ministry for Pacific Peoples Ministry for Primary Industries Ministry for Women Ministry of Business, Innovation and Employment Ministry of Defence Ministry of Education Ministry of Foreign Affairs and Trade Ministry of Health Ministry of Housing and Urban Development Ministry of Justice Ministry of Māori Development – Te Puni Kokiri Ministry of Social Development Ministry of Transport New Zealand Customs Service New Zealand Security Intelligence Service Oranga Tamariki – Ministry for Children Serious Fraud Office Te Kawa Mataaho Public Service Commission Statistics New Zealand Te Kāhui Whakamana Rua Tekau mā Iwa – Pike River Recover Agency The Treasury – Te Tai Ōhanga	Cancer Control Agency Ministry for Ethnic Communities National Emergency Management Agency Office for Māori Crown Relations – Te Arawhiti Social Wellbeing Agency Crown Entities Crown Agents District Health Boards (20) Accident Compensation Corporation Callaghan Innovation Civil Aviation Authority of NZ Earthquake Commission Education NZ Energy Efficiency and Conservation Authority Environmental Protection Authority Fire and Emergency NZ Health Promotion Agency Health Quality and Safety Commission Health Research Council of NZ Kāinga Ora – Homes and Communities Maritime New Zealand NZ Antarctic Institute NZ Blood Service NZ Qualifications Authority NZ Tourism Board NZ Trade and Enterprise NZ Transport Agency NZ Walking Access Commission Pharmaceutical Management Agency Real Estate Agents Authority Social Workers Registration Board Sport and Recreation NZ Taumata Arowai Tertiary Education Commission WorkSafe NZ

Must have regard to

<p>Crown Entities</p> <p>Autonomous Crown Entities (ACEs) Accreditation Council Arts Council of NZ Toi Aotearoa Broadcasting Commission Government Superannuation Fund Authority Guardians of NZ Superannuation Heritage NZ Pouhere Taonga Museum of NZ Te Papa Tongarewa Board NZ Artificial Limb Service NZ Film Commission NZ Lotteries Commission NZ Symphony Orchestra NZ Infrastructure Commission/Te Waihangā Public Trust Retirement Commissioner Te Reo Whakapuaki Irirangi (Māori Broadcasting Funding Agency) Te Taura Whiri i Te Reo Māori (Māori Language Commission)</p>	<p>School Boards of Trustees All</p> <p>Crown Entity Companies Crown Research Institutes (7) Crown Irrigation Investments Limited New Zealand Growth Capital Partners Limited Radio New Zealand Limited Television New Zealand Limited</p> <p>Other public sector organisations</p> <p>Non-Public Service Departments New Zealand Defence Force New Zealand Police Parliamentary Counsel Office</p> <p>Tertiary Education Institutions Universities (8) Wananga (3) Te Pūkenga – NZ Institute of Skills and Technology (including its subsidiaries)</p>
<p>Independent Crown Entities (ICEs) Broadcasting Standards Authority Children's Commissioner Climate Change Commission Commerce Commission Criminal Cases Review Commission Drug Free Sport New Zealand Electoral Commission Electricity Authority External Reporting Board Financial Markets Authority Health and Disability Commissioner Human Rights Commission Independent Police Conduct Authority Law Commission Mental Health and Wellbeing Commission NZ Productivity Commission Office of Film and Literature Classification Privacy Commissioner Takeovers Panel Transport Accident Investigation Commission</p>	