



## Equal Pay Taskforce Progress report

<b>Date:</b>	11 July 2023		
<b>To:</b>	Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities		
<b>Action Sought:</b>	None	<b>Due Date</b>	
<b>Report No:</b>	2023-0201		
<b>Contact:</b>	Nardine Sleeman, Manager, Gender, Māori, Pacific, and Ethnic Pay 9(2)(a) privacy		
<b>Encl:</b>	None	<b>Priority:</b>	Low / Medium / High
<b>Security Level:</b>	IN CONFIDENCE		

### Minister's Office Comments

<b>Comments:</b>          	
<b>Date returned to Te Kawa Mataaho:</b>	

## Executive Summary

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### Equal Pay Taskforce – Public Service Pay Gaps Work Programme

1. The Equal Pay Taskforce (EP Taskforce) is the co-chair of the Kia Toipoto stakeholder working group, Te Whakapiri.<sup>1</sup> Over the last two months Te Whakapiri has:
  - developed the Māori, Pacific and ethnic pay gaps work programme
  - met with the Advisory Group on Ensuring Equity in the Public Service
  - published recruitment guidance
  - released videos on our recruitment and career progression guidance
  - supported the Public Service Association’s (PSA) Rūnanga o Ngā Toa Awhina (Te Rūnanga) to discuss Kia Toipoto at a hui for candidates in the Tamaki Makaurau electorate.
  
2. Additionally, the EP Taskforce has:
  - reviewed Crown entities’ first Kia Toipoto action plans
  - provided advice on the Cabinet paper ‘Development of a Pay Transparency System – Phase One’
  - met with the Human Resources Committee of Universities NZ.
  
3. During July and August Te Whakapiri will:
  - begin to develop the detailed workstreams and implementation plan of the Māori, Pacific and ethnic pay gaps work plan – ongoing through July/August
  - provide feedback to Crown entities on their Kia Toipoto action plans – July
  - provide feedback to Public Service agencies on their action plans – July
  - run question and answer sessions on the recruitment guidance and career progression guidance – August
  - present with Te Rūnanga on Kia Toipoto at the Council of Trade Unions (NZCTU) women’s conference on 7 July 2023.

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

## **Recommended Actions**

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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).

*Agree/disagree*

Hon Priyanca Radhakrishnan

**Minister for Diversity, Inclusion and Ethnic Communities**

## Equal Pay Taskforce Progress Report

### Purpose of Report

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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

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

##### *Pay gaps action plans – Crown entities*

5. Crown entities', tertiary education institutions' and non-public service departments' (entities) first Kia Toipoto action plans were due by 30 April 2023, so we can now assess the extent of uptake across entities. It is relevant whether entities must give effect to, or have regard to, the Government Workforce Policy Statement (GWPS) a key lever for driving action on pay gaps across the Public Service.
6. There is a high degree of uptake of Kia Toipoto, demonstrating commitment across the sector to addressing pay gaps and workplace inequities.
  - 84 percent of all entities have either published or are working on their Kia Toipoto plans
  - this includes 96 percent of Crown agents, which must give effect to the GWPS.
7. This means that 80 percent of all entity employees, around 63,000 people, are either covered by a plan or a plan in progress.
8. Uptake by tertiary education institutions (TEIs) has not been as high as other parts of the sector. So far, three out of 11 TEIs have engaged with us on their action plans. 88 percent of all other entities have either published or are working on a plan covering 98 percent of employees in this part of the sector.
9. To support and encourage uptake amongst TEIs, on 1 June, the EP Taskforce met with the Human Resources Committee of Universities NZ. The EP Taskforce has also received advice from the Ministry of Education on engaging with Wānanga and will ensure it connects with relevant agencies to coordinate approaches.
10. The EP Taskforce has reviewed the entity plans that have been published so far, and found that:
  - the commitment to implementing Kia Toipoto and supporting a diverse workforce is visible across the sector
  - some entities, especially larger ones, are using comprehensive data analysis to inform their pay gaps strategies
  - identifying and addressing Māori, Pacific and ethnic pay gaps is less developed, partly reflecting the early stage of implementing Kia Toipoto, and data constraints for some entities
  - given the early stage of the work, the EP Taskforce was pleased to identify some exemplar plans.

11. The Public Service Commissioner will acknowledge the commitment entities have made and the progress that has been achieved so far at the Crown Entity Board Chairs Workshop on 2 August. The chairs were asked to undertake this work at the same event in 2021, before Kia Toipoto was launched.
12. Next, the EP Taskforce will provide high-level feedback to entities as a group to support them to create more effective plans. The approach, which has been successful with agencies, is to highlight areas of strength and for growth, combined with guidance, group learning sessions, and responding to individual queries. The EP Taskforce will also continue to encourage and support entities which have not yet published their plans or implemented Kia Toipoto to do so.

### **Pay gaps action plans – agencies**

13. The EP Taskforce will also provide feedback to some individual agencies on their 2022 Kia Toipoto action plans. While capability across agencies is generally high, in a few cases tailored feedback and support could lift a plan's quality. Agency action plans now have a wider audience under the broader scope of Kia Toipoto and serve as learning tools for entities and others who are starting work to close their pay gaps.
14. In 2022, Te Kawa Mataaho and Inland Revenue asked to combine their Kia Toipoto and Diversity and Inclusion (D&I) plans in one document. Given the synergies and overlap between the Kia Toipoto and D&I work programmes, this was approved, as long as the criteria for Kia Toipoto action plans were met. These agencies developed good combined plans and many other agencies would like to take a similar approach.
15. Therefore, following consultation with agencies and stakeholders, Te Kawa Mataaho will encourage agencies to develop combined Kia Toipoto and D&I plans in 2023 and expect them to do so in 2024. It will develop guidance and resources to support the development of robust combined plans. This only applies to Public Service agencies, as entities do not produce D&I plans for review by Te Kawa Mataaho.

### **Response to question from the Minister for the Public Service on the previous progress report**

16. In feedback on the Equal Pay Taskforce Progress Report for February and March 2023, the Minister for the Public Service asked why the 15 November publication date for agency Kia Toipoto action plans for 2023 and future years was recommended, and how this date sits with reviewing entity action plans with a publication date of 30 April.
17. The 15 November publication date for agencies is the same as 2022 and similar to 2021, providing consistency. Agencies have told us they prefer a date later in the year to integrate this work with other planning and reporting cycles. The late April date is preferred by entities for similar reasons.
18. Different publication dates for these two groups enable the EP Taskforce to effectively support the development of each group's plans and to review the plans and provide feedback in a timely way. It also enables entities to refer to agencies' most recent plans, which may reflect evolving approaches, as up-to-date examples of good practice. The EP Taskforce is happy to provide further information.

### **Māori, Pacific and ethnic communities' pay gaps work programme**

19. Te Whakapiri has now developed the Māori, Pacific and ethnic communities pay gaps strategy and work plan: it prioritises closing Pacific and Asian pay gaps. Slower progress on these gaps was clear

in the 2022 Public Service workforce data, emphasising the need to continue to build diversity, equity, and inclusion across the Public Service.

20. The strategy describes the breadth of influence, collaboration and leadership required across the system to accelerate closing these pay gaps. The high-level work plan illustrates connections and new initiatives in priority areas across the Public Service.
21. Te Puni Kōkiri, Ministry for Pacific Peoples, Ministry for Ethnic Communities, Pan Asian Employee-led network, Ministry of Social Development, the Human Rights Commission, and the Regional Public Service Commissioners for Auckland and for Manawatū-Whanganui were consulted in the development of the work plan. Te Whakapiri is continuing to engage with these stakeholders to finalise the lead agencies for each priority area.
22. The work plan reflects discussions with partners of Te Whakapiri in this work and contains agreed priority deliverables in three strategic focus areas.
  - Partnerships: building strong and authentic relationships with Māori, Pacific and ethnic public servants and strong connections across existing work programmes that improve outcomes for these groups
  - Career Progression: lifting accountability across the system to ensure workforce and career development programmes improve outcomes for Māori, Pacific and ethnic public servants
  - Information: building our understanding about the drivers of Māori Pacific and ethnic pay gaps and ensuring this information is accessible and used.
23. The EP Taskforce will continue to work closely with the Advisory Group on Ensuring Equity in the Public Service to champion this work programme.<sup>2</sup>

### **Supporting our guidance through videos**

24. The videos on our recruitment guidance and career progression guidance have been released and shared with agencies and entities. The videos highlight key recommendations from both resources and in companion videos, agencies (Ministry of Defence and Department of Internal Affairs) share recruitment and career progression case studies.
25. To further support agencies and entities to implement the guidance, Te Whakapiri will run question and answer drop-in sessions in August.

### **Building strong relationships with agencies and entities**

26. The Advisory Group on Ensuring Equity in the Public Service met for the first time on 1 June 2023. The group would like to continue to meet every two months or so to support the progress of Kia Toipoto, D&I and pay equity across the Public Service.
27. Te Rūnanga is holding a series of meetings with candidates standing in the Māori electorates to raise awareness of its Māori initiatives, including Kia Toipoto. Ministers, Te Rūnanga members and

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<sup>2</sup> 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, and Deputy Commissioner Diversity, Inclusion & Leadership Te Kawa Mataaho, Chief Executive Ministry of Disabled People, Chief Executive representative for Rainbow Communities, Chief Executive Ministry for Culture and Heritage.

delegates are invited. The first electorate meeting was held in Tamaki Makaurau on 16 June 2023, where there was interest in Kia Toipoto, and the rest of the series will occur throughout August and September.

28. On 7 July 2023, Te Whakapiri and Te Rūnanga will present on Kia Toipoto at the NZCTU women’s conference. Increasing awareness and understanding amongst union members, delegates and organisers strengthens employees’ and unions’ ability to engage with Kia Toipoto at the organisation level, as recommended in Kia Toipoto guidance.

**Upcoming meetings and engagements**

Date	Details	Location
7 July	<p><b>NZCTU Women’s Conference</b></p> <p>Te Whakapiri is presenting on Kia Toipoto to the NZCTU Women’s Conference.</p>	In person
August	<p><b>Kia Toipoto - Online support</b></p> <p>Supporting agencies and Crown entities to implement updated Career Progression and Recruitment guidance.</p>	Online