

Joint Report: Equal Pay Taskforce Progress Report for February and March 2023

Date:	3 May 2023		
To:	Hon Jan Tinetti, Minister for Women		
Action	Agree/ Disagree with recommendations	Due	10 May 2023
To:	Hon Andrew Little, Minister for the Public Service		
Action	Agree/ Disagree with recommendations	Due	10 May 2023
Report No:	2023- 0139		
Contact:	Nardine Sleeman, Manager, Gender, Māori, Pacific and Ethnic Pay 9(2)(a) privacy Amy Ross, Manager, Pay Equity Advice and Assurance 9(2)(a) privacy		
Encl:		Priority:	Low / Medium / High
Security Level:	IN CONFIDENCE		

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

Ensuring a diverse, fair, and equitable Public Service

1. The Government's work programme to close pay gaps and achieve pay equity is primarily progressed through the following two cross-agency collaborative taskforces, the Equal Pay Taskforce, and the Pay Equity Taskforce.

Equal Pay Taskforce - Public Service Pay Gaps Work Programme

2. The Equal Pay Taskforce (EP Taskforce) is the co-chair of the stakeholder working group, Te Whakapiri.¹ Over the last two months Te Whakapiri has:
 - 2.1. Supported Crown entities and non-public service departments to develop their first Kia Toipoto pay gaps action plans
 - 2.2. Established a subgroup to conduct a deep dive into data on occupational segregation for Māori, Pacific and ethnic communities
 - 2.3. Supported the revitalisation of the Kia Toipoto governance group into the Advisory Group on Ensuring Equity in the Public Service
 - 2.4. Presented to the New Zealand Council of Trade Unions (NZCTU) organising committee.
3. Additionally, the Equal Pay Taskforce has:
 - 3.1. 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
 - 3.2. 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.
4. Over the next two months Te Whakapiri will:
 - 4.1. Finalise the Māori, Pacific and Ethnic pay gaps work programme
 - 4.2. Meet with the new advisory group on Equity in Employment in the Public Service
 - 4.3. Publish recruitment guidance
 - 4.4. Publish videos for agencies and entities on our recruitment and career progression guidance to support implementation of this guidance
 - 4.5. Review Crown entities' first Kia Toipoto action plans
 - 4.6. Meet with Universities NZ, the peak body for the eight universities.

Pay Equity Work Programme

5. The Pay Equity Taskforce (PE Taskforce) continues to work proactively with unions, claim parties and government departments to provide education and guidance regarding the pay equity process.

¹ Te Whakapiri is made up of the EP 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.

6. So far in 2023, the PE Taskforce has provided 30 hours of education to over 30 different organisations, unions, and employers. Topics include pay equity 101, pay equity analysis and interviewing. Education on pay equity continues to grow and the PE Taskforce is collaborating with the NZCTU on coordinated pay equity education to upskill the system.
7. A new claim has been raised for workers in residential schools, bringing the total number of active claims across the public, funded and tertiary sectors to 29. As the number of claims continues to increase, the work to monitor and support claim progress intensifies.
8. In addition to supporting the progress and oversight of claims, the PE Taskforce is also working on several pieces of strategic work to support pay equity at a system level. These include:
 - 8.1. The proactive comparator project
 - 8.2. The collaborative Te Orowaru work programme to develop the tool for multiple applications (e.g., CV writing, interview best practice)
 - 8.3. Joint work with NZCTU to enhance pay equity education and guidance
 - 8.4. Joint work with unions regarding reviewing and maintaining pay equity
 - 8.5. Supporting access to pay equity in the funded sector through the extension of the social worker settlement.
9. With several settled pay equity claims coming up for review and the continued increase of claims across all sectors, work to support best practice on how to undertake a pay equity review and ensure pay equity is maintained is becoming increasingly important. Work is currently underway with unions to develop a systemic approach to reviewing and maintaining pay equity that supports a consistent approach across claims.

Recommended Actions

We recommend that you:

- a **Note** the progress being made by the Equal Pay Taskforce and the Pay Equity Taskforce.
- b **Note** that the section of this report on Kia Toipoto will be forwarded to the Minister for Diversity, Inclusion and Ethnic Communities for her information and records.
- c **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). Information related to current pay equity claims is withheld under section 9(2)(j) of the OIA to enable agencies to carry on negotiations without prejudice or disadvantage, and legally privileged information is withheld under section 9(2)(h).

Agree/disagree

Agree/disagree

- d **Agree** that the deadline for agencies to publish their Kia Toipoto pay gaps action plans is 15 November in 2023 and in future years.

Agree/disagree

Agree/disagree

- e **Agree** that the deadline for Crown entities to publish their pay gaps action plans is 30 April in 2024 and in future years.

Agree/disagree

Agree/disagree

- f **Agree** that agencies and Crown entities can publish and/or update their Kia Toipoto pay gaps action plans at any time during the year, as long as they publish their plans annually by the respective deadlines.

Agree/disagree

Agree/disagree



Hon Jan Tinetti
Minister for Women

Hon Andrew Little
Minister for Public Services

Joint Report: Equal Pay Taskforce Progress Report for February and March 2023

Purpose of Report

10. This report provides Ministers with an update on progress for the Kia Toipoto and Pay Equity work programmes.

Kia Toipoto – Public Service Pay Gaps Action Plan

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

Pay gaps action plans

11. 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. To date, 26 out of 87 entities within coverage have sent us links to their plans, which we have published on our website [here](#). 18 more entities have told us their plans will be published during May or slightly later. We are following up with entities who have not yet published their plans to support them to do so.
12. 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.
13. 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.
14. 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.
15. Based on our experience and on feedback from agencies and entities, we recommend the following action plan publication dates for 2023-24 and future years, for your approval:
 - 15.1. 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.
 - 15.2. 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.

- 15.3. 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

16. 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.

17. The draft work programme includes:

- 17.1. 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.
- 17.2. 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.
- 17.3. Complementing the work of agencies to implement the Papa Pounamu Diversity and Inclusion priorities, such as lifting cultural competence in the Public Service
- 17.4. 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.

18. 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

19. 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 weekly/fortnightly 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 will be published in May.

20. 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 EP Taskforce and/or attend our planned drop-in sessions for further support to implement the guidance.
21. We expect to publish the videos by the end of May. They will be shared with HR practitioners across the Public Service. The Pay Gaps team are exploring the option of making them publicly available via the Commission's website.

Building strong relationships with agencies and Crown entities

22. 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.
23. 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.
24. On 10 May, the EP 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.
25. 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.

Strengthening data and research

26. 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

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.

evidence base for key initiatives and focus areas in the Māori, Pacific and ethnic communities pay gaps work programme across the Public Service.

Pay Equity Work Programme

27. **Appendix Two** provides a snapshot of all current and settled claims across the system and shows:

- 27.1. Two pay equity settlements achieved so far in 2023
- 27.2. 29 active claims progressing through the pay equity process covering 211,818 people working in the public, private and funded sectors
- 27.3. Two claims raised in 2023 - Te Whatu Ora house officers, and residential workers and youth workers in schools
- 27.4. 10 pay equity settlements to date which have resulted in 111,549 people receiving a pay correction averaging 32.4 percent
- 27.5. We anticipate there could be at least two more pay equity settlements in 2023.

28. We report below on significant pieces of work and provide more detail of pay equity claims where there are particular issues of note.

Pay Equity Taskforce comparator project

29. The PE Taskforce continues to lead a project to proactively interview male-dominated roles in organisations across the economy and contribute the resulting information into the comparator data repository hosted by MBIE. Comparator data is a critical element in progressing efficient, robust pay equity claims that are not overly onerous for parties and comparator groups. Ensuring that this data is up to date and centrally located will also contribute to the work required to review and maintain pay equity settlements. The PE Taskforce has received consistent feedback that easily accessible and accurate comparator data is one of the key factors that help claims to progress well.

30. To date, the project has had difficulty obtaining data due to comparator schedules and priorities. This can be attributed to the recent climate crises and staff shortages. Though there has been an enthusiastic response from new comparators, resourcing participants and actioning project components has proven to be a slow process.

31. So far, this project has added three completed sets of data to the repository from Land Information New Zealand, Spark and the Inland Revenue Department. The team continues to progress contacts with four more organisations.

Pay equity in the funded sector

Extension of pay equity settlement for social work in the wider community sector

32. The data collection for the extension of pay equity for social workers in the community sector has now closed and funding agencies are cross-checking the information supplied by providers. Approximately 4,951 people will be covered by the extension, equating to 4503 FTE. The data collection process engaged a wide range of service providers including kaupapa Māori and iwi organisations, health services, housing and homelessness services, parenting, whānau support services, and more.
33. The PE Taskforce took a collaborative approach to sector engagement throughout the data collection process. This approach proved to be very successful. This is borne out in the level of alignment between the original estimated size of the workforce under coverage (4600 workers) [CAB-MIN-22-0498 refers] and final workforce size in the data collected (4,951 workers). In addition, the PE Taskforce received a significant amount of positive feedback from community and iwi organisations about the process undertaken and the level of support they received from the PE Taskforce. These successes help boost confidence in the pay equity extension process and the Government's commitment to pay equity in the Funded Sector.
34. The Cabinet paper seeking agreement to appropriate the necessary funding to correct the pay of these workers and translate them to the new equitable pay system is currently out for agency consultation. It is due for ministerial consultation on 11 May. If Cabinet approves the appropriation to implement the extension, funding agencies will give effect to the extension from 1 July through variations to service agreements. 9(2)(ba)(i) confidential with prejudice

General Practice Education Programme Trainees claim (NZRDA)

35. On 17 November 2022, the Resident Doctors Association (NZRDA) lodged a pay equity claim with the Royal New Zealand College of General Practitioners (RNZCGP) for General Practice Education Programme (GPEP 1) Trainees.
36. 9(2)(ba)(i) confidential with prejudice

Community midwives (MERAS)

37. The Midwifery Employee Representation & Advisory Service (MERAS) raised a claim on 15 September 2022 on behalf of midwives employed by 13 private primary maternity units, trusts, and Māori health providers. The Pay Equity Taskforce has provided the parties education about the Framework for Oversight and Support of Claims in the Funded Sector and the pay equity process.

Care and Support (PSA, E Tū, NZNO)

38. The care and support workers claim continues to progress at pace. The claim's joint working group recently submitted their milestone 3 papers detailing the work assessment process and the results to the Care and Support Workers Oversight Group for endorsement. Once endorsement is received, they will proceed to establish and provide initial analysis of any sex-based undervaluation at milestone 4 - assessment of remuneration and terms and conditions. At the same time the PE Taskforce will need to progress the work required for Cabinet to

consider an extension as per the Framework for Oversight and Support of Pay Equity Claims in the Funded Sector [CAB-MIN 23-0391 refers].

39. The parties to the care and support claim have indicated to the PE Taskforce their wish for any settlement reached to be extended concurrently to the rest of the care and support workforce to avoid the risk of sector instability. 9(2)(f)(iv) confidentiality of advice

40. On this basis the PE Taskforce is preparing advice for Ministers with options for the extension process and advice on next steps.

Pay equity in the education sector

Librarian and science technicians pay equity claims (NZEI)

41. On 6 March 2023, the librarians and library assistants' and science technicians' pay equity claims were settled, making them the first claims to settle in 2023. They are effective from 23 November 2022 and cover employees in state and state-integrated schools and kura.
42. The average pay correction for librarians and library assistants is 24 percent while the average correction for science technicians is 30 percent.
43. The Ministry of Education (MoE) will provide schools and kura with additional pay equity funding to translate their employees from the old pay scale to the new pay equity pay scale. This will occur as part of the quarterly operational grant instalments scheduled for 1 July 2023. This also includes back pay from 23 November 2022. MoE expects employees will be paid the new pay equity rates for both settlements by 31 August 2023.

Residential workers and youth workers pay equity claim (PSA)

44. On the 19 April the Public Service Association (PSA) raised a claim with MoE for residential workers and youth workers. MoE are currently considering arguability.

Service managers pay equity claim (NZEI)

45. The service manager claim is coming to the Central Agencies Governance Group (CAGG) for milestone 2 (Initial bargaining strategy and terms of reference) on the 18 May 2023.

Pay equity in the health sector

Te Whatu Ora house officers (NZRDA)

46. 9(2)(ba)(i) confidential with prejudice

Te Whatu Ora nurses claim (New Zealand Nurses Organisation (NZNO) and PSA)

47. The nurses' pay equity claim continues to progress in both the Employment Relations Authority (Authority) and the Employment Court (Court). Te Kawa Mataaho receives limited information in relation to the nursing and midwifery claims now that they are subject to litigation. We are available to provide support as the parties required.

Te Whatu Ora midwives claim (NZNO and MERAS)

48. 9(2)(ba)(i) confidential with prejudice

[Redacted]

49. 9(2)(ba)(i) confidential with prejudice

[Redacted]

Pay equity in the tertiary sector

Library assistance and administration and clerical (Tertiary Education Union, PSA, and Tertiary Institutes Allied Staff Association)

50. These claims are progressing well with oversight and governance agreed via CAGG. A representative from the Tertiary Education Commission (TEC) will join CAGG for the milestone endorsements of these claims. The University Vice Chancellors have signed a multi-employer pay equity process agreement.

51. The employers have formed a view which confirms arguability for both claims and have received CAGG endorsement for Milestone 1.

Pay equity in the public sector

Admin and clerical claims (PSA, National Union of Public Employees, Taxpro and NZ Police Association)

52. 9(2)(ba)(i) confidential with prejudice

[Redacted]

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

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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

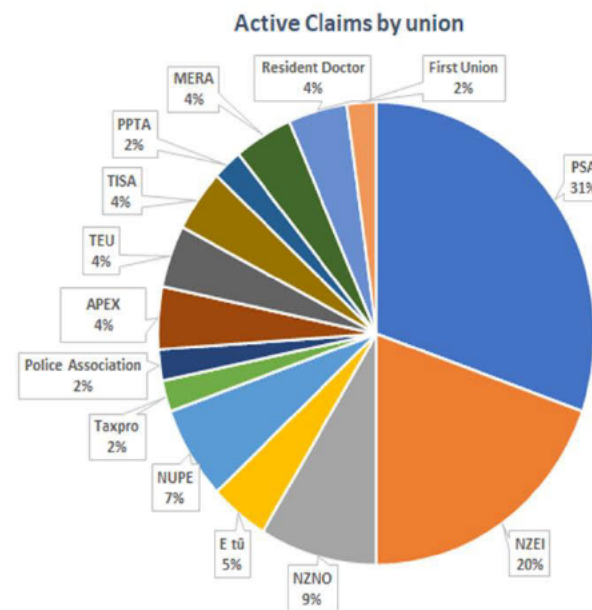
Must have regard to

Crown Entities	School Boards of Trustees
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 Waihanganga Public Trust Retirement Commissioner Te Reo Whakapuaki Irirangi (Māori Broadcasting Funding Agency) Te Taura Whiri i Te Reo Māori (Māori Language Commission)	All 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 Other public sector organisations Non-Public Service Departments New Zealand Defence Force New Zealand Police Parliamentary Counsel Office Tertiary Education Institutions Universities (8) Wananga (3) Te Pūkenga – NZ Institute of Skills and Technology (including its subsidiaries)
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	

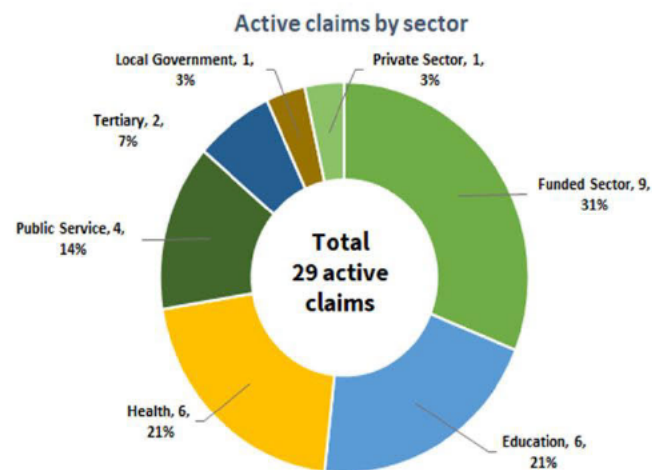
Pay equity landscape as at 21 April 2023



Sector	Title	Milestone	Status
Education	Education Advisors	3	Green
Education	Psychologists	3	Green
Education	Residential workers	1	Blue
Education	Service Managers	2	Green
Education	Teachers	3	Green
Education	Therapists	3	Green
Funded Sector	Care and Support	3	Green
Funded Sector	Care and Support Frontline Managers and Coordinators	2	Green
Funded Sector	Community Midwives	1	Yellow
Funded Sector	GPEP1 Trainees	1	Blue
Funded Sector	Kindergarten Admin	2	Green
Funded Sector	Kindergarten Cooks	2	Yellow
Funded Sector	Kindergarten Teacher Aide's	2	Yellow
Funded Sector	Kohanga Reo	2	Yellow
Funded Sector	NGO Social Service Workers	2	Green
Health	House Officers	1	Blue
Health	Te Whatū Ora Allied Tech	3	Yellow
Health	Te Whatū Ora Interpreters and Librarians	3	Orange
Health	Te Whatū Ora Lakes- HR specialist	3	Yellow
Health	Te Whatū Ora Midwives	5	Orange
Health	Te Whatū Ora Nurses	5	Orange
Local Government	Librarians/Library Assistants	2	Green
Private Sector	Vet Nurses	2	Green
Public Service	Admin clerical claim 1	4	Green
Public Service	Admin clerical claim 2	4	Green
Public Service	Corrections-Probation Officers/Senior Practitioners	3	Green
Public Service	Corrections-Psychologists	2	Green
Tertiary	Librarians/Library Assistants	2	Green
Tertiary	Tertiary Education Administration and Clerical Workers	2	Green



9(2)(ba)(i) confidential with prejudice



9(2)(ba)(i) confidential with prejudice

Claim progress by sector

