

Briefing: Gender Pay Taskforce Engagement Opportunities

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Security Level: IN CONFIDENCE

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	Actions Sought	Due Date
Hon Chris Hipkins, Minister for the Public Service	Note the contents/Indicate interest	11 August 2021
Hon Jan Tinetti, Minister for Women	Note the contents/Indicate interest	11 August 2021

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

1. This briefing includes an overview of Gender Pay Taskforce engagement opportunities that the Minister(s) might consider hosting or participating in in the coming months.
2. There are two significant engagement opportunities for Pay Equity. The first opportunity is the launch of the new Pay Equity Work Assessment tool at the end of August. The second opportunity is to announce the establishment of the Centre of Excellence. If the outcome of the Pay Equity Centre of Excellence Cabinet Paper is favourable, the Taskforce recommends announcing the Centre of Excellence at the launch of the Pay Equity Work Assessment tool.
3. 20 October 2021 is International Thank Your Cleaner Day. The Taskforce would like you to consider hosting an event to say 'Thank you' to cleaners contracted or employed by the Public Service.

Recommended Action

We recommend that you:

- a **note** that the new Pay Equity Work Assessment tool will be launched in English and te reo Māori at the end of August.

- b **agree** to host the launch of the new Pay Equity Work Assessment tool event.

Agree/disagree.

Agree/disagree.

Hon Chris Hipkins
Minister for the Public Service

Hon Jan Tinetti
Minister for Women

- c **agree** to participate in the launch of the new Pay Equity Work Assessment tool event.

Agree/disagree.

Agree/disagree.

Hon Chris Hipkins
Minister for the Public Service

Hon Jan Tinetti
Minister for Women

- d **agree** that if the outcome of the Pay Equity Centre of Excellence Cabinet Paper is favourable, we will announce the Centre of Excellence at the launch of the Pay Equity Work Assessment.

Agree/disagree.

Agree/disagree.

Hon Chris Hipkins
Minister for the Public Service

Hon Jan Tinetti
Minister for Women

- e **agree** to host an event on International Thank your Cleaner Day, 20 October 2021.

Agree/disagree.

Agree/disagree.

Hon Chris Hipkins
Minister for the Public Service

Hon Jan Tinetti
Minister for Women

f **agree** to participate in an event on International Thank your Cleaner Day, 20 October 2021.

Agree/disagree.

Agree/disagree.

Hon Chris Hipkins
Minister for the Public Service

Hon Jan Tinetti
Minister for Women

g **agree** that Te Kawa Mataaho releases this briefing in full once it has been considered by you.

Agree/disagree.

Agree/disagree.

Hon Chris Hipkins
Minister for the Public Service

Hon Jan Tinetti
Minister for Women

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Purpose of this briefing

This report provides you an overview of the Gender Pay Taskforce engagement opportunities in the coming months.

The launch of the new Pay Equity Workforce Assessment tool

4. The new Pay Equity Workforce Assessment tool, consisting of a questionnaire and a factor plan, has undergone a complete overhaul for use in modern Aotearoa New Zealand including to enable assessment of the cultural competencies required for specific work.
5. The new tool has been co-designed with unions and agencies.
6. The tool is applicable for the whole economy, will be available in English and te reo Māori and will be publicly available on the Te Kawa Mataaho website. The new tool will be integral to improving the assessment of work and accelerating the progress of pay equity claims.
7. The Taskforce would like you to consider hosting or participating in the launch event for the new Pay Equity Work Assessment tool at the end of August.
8. The invite list for the event will include the New Zealand Council of Trade Unions (NZCTU), Public Service Association (PSA), Tertiary Education Union (TEU) the Midwifery Union (MERAS), the Pay Equity Work Assessment working group and key stakeholders.
9. If you agree to be involved in the event, the Taskforce will work with your office to develop the event to launch the tool.

The announcement of the Pay Equity Centre of Excellence

10. The Pay Equity Centre of Excellence Cabinet paper seeks an out of cycle contingency of \$3 million to accelerate the operational delivery of pay equity and establish a new pay equity centre of excellence at Te Kawa Mataaho.
11. It is due to be lodged on 5 August for consideration at GOV on 12 August 2021.
12. If the outcome of the Pay Equity Centre of Excellence Cabinet Paper is favourable, we'd like you to consider announcing the establishment of the Centre of Excellence at the launch of the Pay Equity Work Assessment tool.
13. Announcing the Pay Equity Centre of Excellence and launching the new Pay Equity Work Assessment tool together will demonstrate the Government's strong commitment to ensuring a robust process and accelerating Pay Equity claims.

Celebrating International 'Thank Your Cleaner' Day

14. 20 October 2021 is International 'Thank Your Cleaner' Day. This event was started in New Zealand and with Covid has quickly been adopted around the world.
15. As a Taskforce, we are keen to make more visible the significant contribution women and ethnically diverse groups make to the wellbeing and safety of all New Zealanders.
16. Cleaners have traditionally been women and more ethnically diverse than some workforces. They are also often lower paid. Cleaners have been a critical part of the Covid response – undertaking deep cleans to keep people safe and workplaces open.
17. We would like you to consider hosting or participating in an event to say 'Thank you' to cleaners working in the Public Service.

18. The Taskforce will also develop messaging so that the 'Thank you' can be shared more widely across the social media platforms.
19. The invite list will include cleaners contracted and employed by the Public Service, and key stakeholders such as our union partners and large employers
20. If you agree to be involved in the event, the Taskforce will work with your office to develop the event to say 'Thank you' to those working in the Public Service.

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