

Joint Report: Gender Pay Taskforce Progress Report December 2020 and January 2021

Date: 10 February 2021 **Security Level:** IN CONFIDENCE

Report No: 2021/0014

Contact: Alex Chadwick, Manager, Gender Pay Taskforce

Telephone: 9(2)(a) privacy

	Actions Sought	Due Date
Hon Chris Hipkins, Minister for the Public Service	Note this Report	None
Hon Jan Tinetti, Minister for Women	Note this Report	None

Enclosure: Appendix One: Public Service Gender Pay Gap Action Plan – 2018-2020 Dashboard

9(2)(f)(iv) confidentiality of advice

Minister’s Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

Gender Pay Gap Work Programme

- 1 We have received confirmation from agencies that the 2020 equal pay milestone in the Public Service Gender Pay Gap Action Plan will be met.
- 2 On 9 February we sent all agencies a survey about their progress against the Gender Pay Gap Action Plan. Completed questionnaires are due at the start of March. We will report to you with our findings in April.
- 3 On 22 December 2020 we briefed you on a potential three-year and six-year forward plan of action for the Gender Pay Taskforce [Report number 2020/0246 refers] and look forward to your responses. We are preparing to provide the next tranche of our advice to you while laying foundations for the next stage of our work.

Pay Equity Work Programme

- 4 There are 18 current pay equity claims across the State and Funded sectors.
- 5 The Ministry of Education is scoping coverage of the multi-employer, cross-sector claim for teachers raised by NZEI in light of an additional claim raised by the Post Primary Teachers Association. The claim may be consolidated to cover a range of early childhood, primary and secondary teacher positions and principals.

- 6 9(2)(f)(iv) confidentiality of advice

Recommended Action

We recommend that you:

- a **Note** the progress being made by the Gender Pay Taskforce
- b **Agree** that Te Kawa Mataaho releases this briefing 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), including the attached Appendices One and Two, and information related to pay equity in the Executive Summary and paragraphs 16 to 34 under section 9(2)(j) of the OIA, to enable agencies to carry on without prejudice or disadvantage negotiations.

Agree/disagree

Agree/disagree.

Hon Chris Hipkins

Minister for the Public Service

Hon Jan Tinetti

Minister for Women

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Purpose of Report

- 9 This is the twenty-fourth monthly report on the progress of the Gender Pay Gap (GPG) Action Plan (Action Plan) and Pay Equity in the State sector work programme.
- 10 9(2)(f)(iv) confidentiality of advice

Gender Pay Gap work programme

Equal pay milestone

- 11 The 2020 equal pay milestone of the Action Plan will be met. In recent months we have provided support to those agencies finding the equal pay work challenging. In many cases the challenges have been related to additional work or financial pressures resulting from the COVID-19 pandemic.
- 12 All agencies have confirmed that they will meet the equal pay milestone requirements, although we have agreed that two agencies will complete the work by 30 June 2021 and backdate any equal pay corrections to 31 December 2020. These agencies have union agreement to this approach.

Gender Pay Gap Action Plan Completion Survey

- 13 On 9 February we sent agencies the Gender Pay Gap Action Plan Completion Survey. This survey will collect information about agencies' completion of the Public Service Gender Pay Gap Action Plan. Returns are due in early March and in April we will report to you on our findings and on whether agencies require support to make further progress. We will update Appendix One, the Action Plan Dashboard, from the survey responses. The survey responses will also inform development of further work to close the GPG.

Sustainable Pathway to Eliminating Gender Pay Gaps

- 14 On 22 December 2020 we sent you a Joint Report: *Sustainable Pathway to Eliminating Gender Pay Gaps: Further Advice* [Report number 2020/0246]. We proposed a three-year and six-year plan of action, including targets, to embed GPG reductions in the Public Service, meet the growing demand for support to progress pay equity claims, and progressively extend GPG action into the wider public sector and private sector. We are awaiting your responses to this report and once these are received, we will develop more detailed advice for you on this pathway.
- 15 We are planning for and gathering information so we can provide the more detailed advice you may request on the proposed three-year and six-year plan of action. We are also laying the foundations for continuing action on GPGs. For example, we recently met with the Office of Ethnic Communities to discuss the need for more targeted action on ethnic gender pay gaps.

Pay Equity Work Programme

State and Funded sector pay equity claims

- 16 There are 18 current pay equity claims across the State and Funded sectors. Three pay equity claims have been settled: Oranga Tamariki social workers, Ministry of Education support workers, and teacher aides, covering approximately 24,000 employees.
- 17 On 6 November, eight new claims were raised in the Education Sector (Ministry of Education (MoE) Education Service and Early Childhood Education sector). 9(2)(j) prejudice to negotiations

9(2)(j) prejudice to negotiations

Public Sector Administrative and Clerical Work claim (PSA) and Customer Service Officers claim (PSA)

18 9(2)(j) prejudice to negotiations

Administration Support Workers (New Zealand Education Institute Te Riu Roa (NZEI))

19 9(2)(j) prejudice to negotiations

Kaiārahi i te Reo in schools (NZEI)

22 9(2)(j) prejudice to negotiations

DHB Nurses and Midwives (MERAS, NZNO, PSA)

23 9(2)(j) prejudice to negotiations

DHB Administrative and Clerical (PSA)

25 9(2)(j) prejudice to negotiations

Allied/Technical (PSA, APEX)

27 9(2)(j) prejudice to negotiations

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NGO social workers claim

28 9(2)(j) prejudice to negotiations



Funded sector Oversight and Support

- 29 The Taskforce continues to provide considerable support to Funding agencies providing oversight and support to claims as they build their own capability. On 2 February the Taskforce provided advice to the Central Agency Governance Group (Governance Group) to consider how claims will be overseen and supported where they include employees from both the State sector and the Funded sector. The preferred option is to seek agreement from funded sector employers to participate in the State sector governance framework, which would involve all employer parties engaging with the Governance Group. This agreement could be reached as the parties negotiate their Bargaining Process Agreement (required under the Equal Pay Act 1972), providing an opportunity to set out how this will work effectively and efficiently.
- 30 The Taskforce is undertaking a programme of work to educate peak bodies and major employers in the Funded sector about pay equity and the Funded Framework. This work is being undertaken in partnership with Ministry of Health, Ministry of Education, Oranga Tamariki and Ministry of Social Development.

System-level support for pay equity claims

- 31 The Taskforce Pay Equity tools and resources were published in December 2020 on the Te Kawa Mataaho website, see <https://www.publicservice.govt.nz/our-work/the-gender-pay-gap-and-pay-equity>.
- 32 A workshop was held on 3 February to begin a review of the three current assessment tools used in the pay equity process. The next step is to update the Te Kawa Mataaho work assessment tools with the practical experience and insights from pay equity practitioners. The Taskforce will coordinate this work and aims to launch an updated work assessment tool later this year.
- 33 In November 2020 the Taskforce received positive feedback for the two Pay Equity 101 sessions it ran for the Public sector. There is clear demand for these sessions and the Taskforce is planning for more education to be rolled out in 2021. There is also support for virtual sessions and online learning to supplement in-person sessions.
- 34 The NZCTU has been developing a pay equity delivery plan with the support of the Taskforce. The delivery plan is intended to set out the union plan for raising/settling claims across the State sector, guided by agreed principles. The development of the plan is currently paused while the Public Service Commissioner and the NZCTU progress work on the Te Kawa Mataaho/NZCTU Accord.

Upcoming Events

Date	Details	Location

Action plan focus area Taskforce Guidance and oversight Progress toward agency milestones 2019 and 2020 Overall outcome

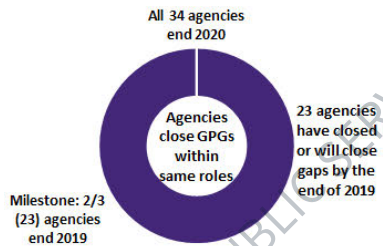
Agency level action and accountability

Guidance: Measuring organisational GPGs ✓
 Agency workshops 2019 ✓
 2020 Action Plan workshops ✓
 2020 Action Plans reviewed by Taskforce and PSA ✓
 Feedback and support for agencies (ongoing) ✓
 Taskforce online HUB for agencies ✓

Feb 2019: All agencies develop action plans and publish internally ✓
 By July: All agencies refresh and publish 2020 action plans and publish externally

Equal pay

Milestone: 2/3 agencies closed gaps in same or similar roles by the end of 2019 ✓
 Guidance: Starting salaries ✓
 Guidance: Salaries for the same or similar roles ✓
 Agency workshops ✓
 Working with 1/3 agencies meeting deadlines end 2020 ✓

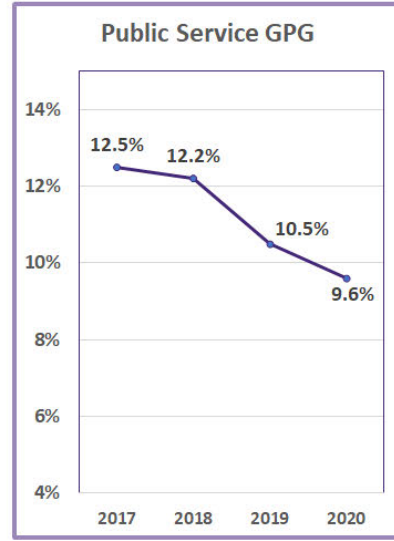


Substantial reduction in Public Service GPG by end 2020

No bias and discrimination in remuneration and human resources

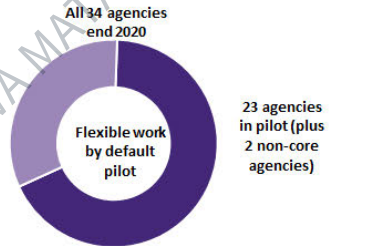
Guidance: Recruitment ✓
 Guidance: Remuneration ✓
 Guidance: Career progression and leave and career breaks ✓
 Agency Workshops on this guidance ✓

End 2020 All agencies have engaged with the Taskforce and have a plan for completing their review
 End 2020 All managers understand bias, and can address it



Flexible work by default

Pilots: Pilot group established ✓
 Guidance: Flexible-work-by-default ✓
 Milestone: at least 15 agencies in pilot by the end 2019 ✓
 Working with remaining 23 agencies currently in pilot (ongoing)

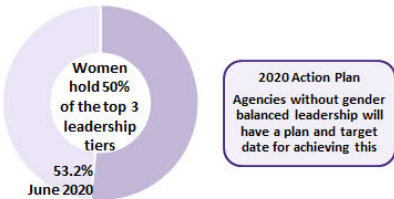


Influence State sector and private sector

Collaboration with Ministry for Women on influencing plan (planned)
 Publishing all guidance on the Taskforce webpage ✓
 Communications strategy and Minister's events (ongoing)

Gender balanced leadership

More diverse and stronger pipeline of women leaders (ongoing)
 Targeted support to agencies with low female representation (ongoing)



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