

**Joint Report: Gender Pay Taskforce Progress Report March 2021****Date:** 7 April 2021 **Security Level:** IN CONFIDENCE**Report No:** 2021/0077**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

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### Gender Pay Gap Work Programme

1. Agencies have completed their questionnaires on progress against the Gender Pay Gap Action Plan. We will analyse the responses and report to you with our findings later this month.
2. 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]. Having now received your feedback, we are preparing to provide you with the next tranche of our advice while laying foundations for the next stage of our work.
3. We are reconfirming our published Guidance in conjunction with holding workshops for those public servants who are new to the Gender Pay Gap work or those who require further assistance in completing their agency action plans for 2021. These workshops will be held in May 2021, both in person and virtually.

### Pay Equity Work Programme

4. There are 19 pay equity claims across the State and Funded sectors, some of which have been consolidated.
5. In response to the size and complexity of pay equity claims raised since 6 November 2020, the Gender Pay Taskforce is providing multifaceted support to the system. The Taskforce is also working on a proposal for a centralised mechanism to more sustainably resource claims and better support the delivery of pay equity across the system. This work is in its early stages and further advice on the form this mechanism could take will be provided to Taskforce Ministers in the next couple of months once agencies have been consulted.

6. 9(2)(j) prejudice to negotiations

[Redacted text block]

7. 9(2)(j) prejudice to negotiations

[Redacted text block]

## Recommended Action

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We recommend that you:

**Note** the progress being made by the Gender Pay Taskforce

**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 Appendix One and Two, and information related to pay equity in the Executive

Summary and paragraphs 13 to 41 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**

PROACTIVELY RELEASED BY TE KAWA MATAAHO PUBLIC SERVICE COMMISSION

## Joint Report: Gender Pay Taskforce Progress Report March 2021

### Purpose of Report

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8. This is the twenty-sixth monthly report on the progress of the Gender Pay Gap (GPG) Action Plan (Action Plan) and Pay Equity in the State and Funder sector work programme.

### Public Service Gender Pay Gap Action Plans

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#### Gender Pay Gap Action Plan Completion Survey

9. Agencies have completed the *Gender Pay Gap Action Plan Completion Surveys*. As noted in previous monthly reports, this survey provides comprehensive information on milestone completion, and whether we need to support some agencies to make further progress. We will analyse the responses this month and report to you with our findings. The survey responses will also inform the development of further work to close the GPG. Once the survey results are updated, we will also be able to update the attached GPG Dashboard.

#### Sustainable Pathway to Eliminating Gender Pay Gaps

10. On 22 December 2020 we sent you a Joint Report: *Sustainable Pathway to Eliminating Gender Pay Gaps: Further Advice* [Report number 2020/0246 refers]. We have received your approval to progress the work outlined in this briefing and are taking the first steps in this work. For instance:
  - we are gathering evidence about the pay, progression and employment experiences of Māori, Pacific, Asian, Middle Eastern, Latin American, and African women to help inform a targeted work programme that will accelerate gains for these groups of women.
  - on 23 February we met with the National Council for the Employment of Women (NACEW) to discuss our proposed pathway and the possibility of NACEW providing funding for research needed to inform this work. NACEW indicated interest in receiving specific research proposals from us and we are developing these proposals to go to NACEW later this month.

We will report to you with more detailed advice on this pathway in May.

#### Flexible-Work-by-Default

11. Several agencies in the flexible work pilot group have expressed a desire for a workshop session early this year to share the lessons participants have learned to date. Planning for this session will begin once the Taskforce has analysed the February survey.

#### Guidance

12. We are preparing to reconfirm our published Guidance in conjunction with holding workshops for those public servants who are new to the GPG work or those who require further assistance in completing their agency action plans for 2021. These workshops will be held in May 2021 both in person and virtually.

## Pay Equity Work Programme

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### State and Funded sector pay equity claims

13. There are 19 current pay equity claims across the State and Funded sectors (see the Pay Equity Dashboard at Appendix Two). The Dashboard outlines:
  - the status of current claims
  - the number of employees or FTEs covered by each claim
  - a high-level estimate of the timeline of each claim through to June 2022. Please note: this phasing is indicative only and is amended each month as we gather new information on the progress of each claim.
14. We set out below updates on claims and key issues and risks that are emerging. Please note that we do not provide commentary on individual claims unless there has been significant progress since our last report. Please note that the content below also reflects our update for the 14 April MOGSSER meeting [Report number 2021/0054].

### Teachers Claim (NZEI, APEX)

15. 9(2)(j) prejudice to negotiations  
 [Redacted text block]
16. 9(2)(j) prejudice to negotiations  
 [Redacted text block]
17. 9(2)(j) prejudice to negotiations  
 [Redacted text block]


### Public Sector Administrative and Clerical Worker (PSA, NUPE, Taxpro, NZ Police Association) and Specialist Customer Support worker (PSA, Taxpro) claims

18. 9(2)(j) prejudice to negotiations  
 [Redacted text block]


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

19. 9(2)(j) prejudice to negotiations  
 [Redacted text block]


## Kaiārahi i te Reo in schools (NZEI)


20. 9(2)(j) prejudice to negotiations
- 


## Science Technicians in Schools (NZEI)


21. 9(2)(j) prejudice to negotiations
- 


## DHB Nurses and Midwives (MERAS, NZNO, PSA)

22. 9(2)(j) prejudice to negotiations
- 

23. 9(2)(j) prejudice to negotiations
- 


24. 9(2)(j) prejudice to negotiations
- 


25. 9(2)(j) prejudice to negotiations
- 

26. 9(2)(j) prejudice to negotiations
- 

27. 9(2)(j) prejudice to negotiations
- 

## DHB Administrative and Clerical (PSA)

28. 9(2)(j) prejudice to negotiations
- 

29. 9(2)(j) prejudice to negotiations
- 

## Corrections Probation Officers (NUPE, PSA)

30. 9(2)(j) prejudice to negotiations

31. 9(2)(j) prejudice to negotiations

## Funded sector Oversight and Support

32. The Taskforce continues to provide considerable support to Funding agencies (e.g. Oranga Tamariki) to enable them to oversee and support pay equity claims in the funded sector. This support includes educating 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.

## NGO Social Workers' Claim

33. 9(2)(j) prejudice to negotiations

34. 9(2)(j) prejudice to negotiations

35. 9(2)(j) prejudice to negotiations

## Claims covering both State and Funded sector employees

36. The Taskforce has provided the Central Agency Governance Group with advice on how to consider the oversight and support of claims which are raised for employees from both the State sector and the Funded sector. The Governance Group's preferred option is to seek agreement from Funded sector employers to participate in the State sector governance framework. This would involve all employer parties (or their representative/s) engaging with the Central Agency 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. This approach will be reviewed as claims progress in consultation with agencies.

#### System-level support for pay equity claims

37. The Taskforce is providing multifaceted support to the system as pay equity claims progress and resources and capacity becomes stretched for both unions and agencies to service claims. The Taskforce support includes:
  - intensive one on one support for agencies with current claims
  - supporting funding agencies that are overseeing claims in the funded sector
  - publication of resources
  - facilitating a pay equity practitioners' network
  - running education sessions across the system to develop capability.
38. The Taskforce is also working on a proposal for a centralised mechanism to more sustainably resource claims and support the delivery of pay equity across the system. This work is in its early stages and further advice on the form this mechanism could take will be provided to you in the next couple of months once agencies have been consulted.
39. In early February, the Taskforce ran a workshop to begin a review of the three current work assessment tools used in the pay equity process. Attendees from unions, agencies, and the Taskforce agreed to put together a small working group to update the Te Kawa Mataaho work assessment tool. This update aims to ensure that the Te Kawa Mataaho tool is user friendly, accessible, culturally appropriate, modern and incorporates the practical experience from pay equity claims thus far. The aim is to publish an updated work assessment toolkit by the end of July 2021.
40. The Taskforce is working on a set of practical templates to assist employers when responding to a pay equity claim and we aim to publish these on the Gender Pay Taskforce's website. We are also preparing to publish a calculator and fact sheet to support parties to meet their notification obligation under the Act, by calculating the appropriate working days for acknowledging a claim, accepting arguability, and notifying affected employees. We hope to have this on our webpage shortly.
41. The Taskforce continues to work with MBIE on their Good Practice guide. This guide is designed as an all of economy resource to outline eligibility and mechanisms for employees and unions to raise a pay equity claim. It is also designed to outline the responsibilities for employers when responding to a pay equity claim.

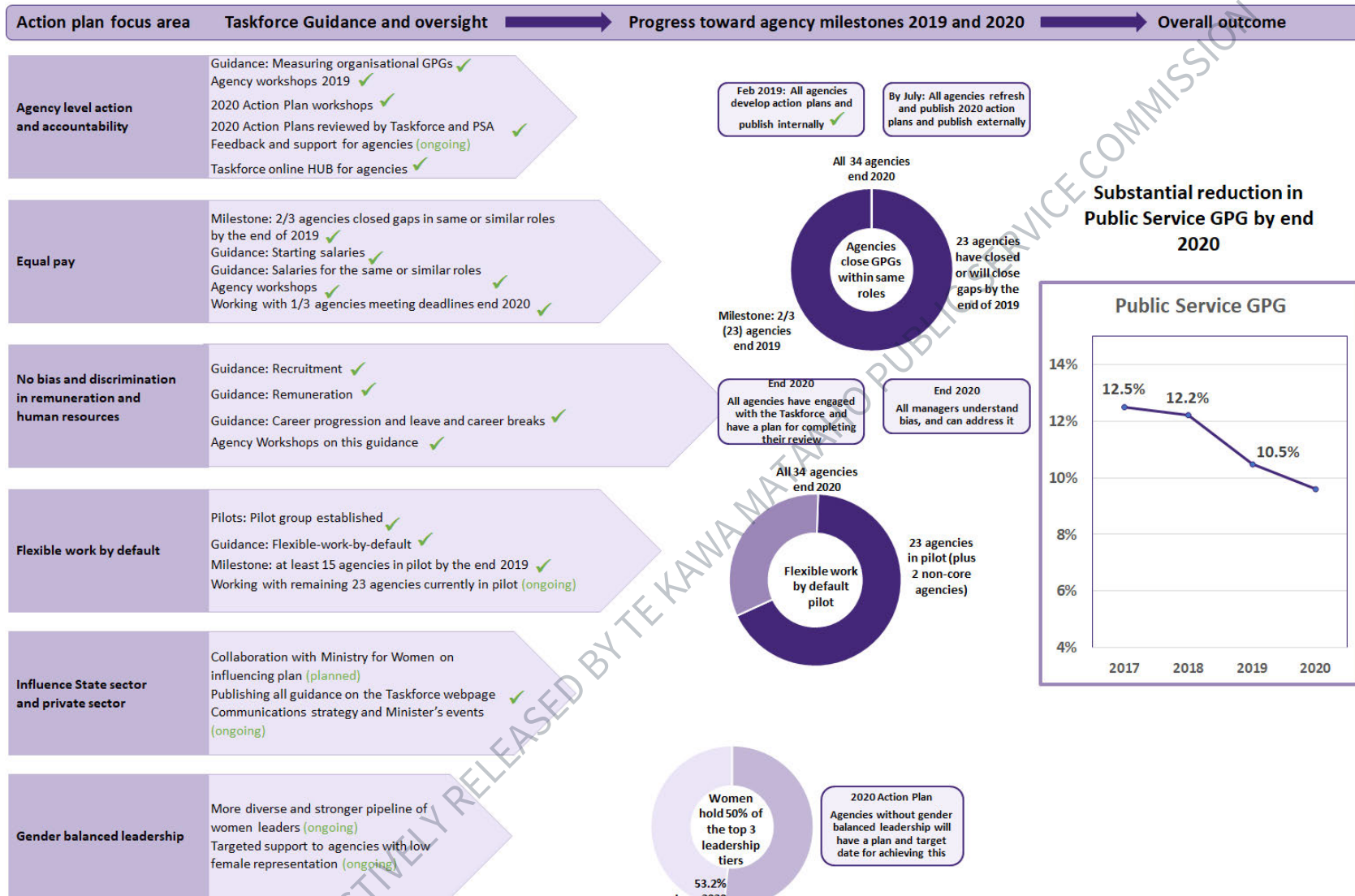
#### Upcoming Events

Date	Details	Location
14 April	Conference call with Icelandic Government, Prime Minister's Office on NZ Pay Equity Framework	Wellington



# Public Service Gender Pay Gap Action Plan – 2018-2020

April 2021



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

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