



# Te Kawa Mataaho

Public Service Commission

2 June 2025

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## Official Information Request

Our Ref: PSCR 2025-0431

I refer to your official information request received on 16 April 2025 for:

*“All reports, submissions, aide memoires, briefings, reports, analysis, and sent, held, or received by your organisation in relation to updates to Diversity and Inclusion, or Diversity, Equity, and Inclusion (DEI), or Belonging and Inclusion, regulation policies, plans, and strategies including but not limited to:*

- 1. The development, implementation, or evaluation of diversity, equity and inclusion policies, strategies, plans, and regulations.*
- 2. The Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill.*
- 3. Communications with New Zealand First and other coalition partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal.*
- 4. Assessments or analysis of the effects of removing DEI or similar regulations from public service legislation.*

*Timeframe: From January 1, 2024, to the date of this request”*

## Information being released

The following enclosed and listed in the table below fall within scope of part one of your request:

Item	Date	Document Description	Decision
1	5 November 2024	<b>REPORT</b> – Diversity, Equity and Inclusion (DEI) plan – Update for Te Mana Arataki (ie the Public Service Commission Executive Leadership Team)	Released in part

I have decided to release the relevant parts of the documents listed above, subject to information being withheld under section 9(2)(a) of the Official Information Act 1982 (OIA) to protect the privacy of natural persons, including deceased people.

In addition, some information has been deleted where it is not within the scope of your request.

**Information that is publicly available (or will be publicly available soon)**

The following documents fall within scope of parts one and four of your request and are publicly available on the Te Kawa Mataaho Public Service Commission website at the link provided for in the table below.

Item	Date	Document Description	Website Address
2	12 June 2024	<b>REPORT</b> - Progress in promoting diversity, equity and inclusion across the Public Service in 2023	<a href="https://www.publicservice.govt.nz/publications/progress-in-promoting-diversity-equity-and-inclusion-across-the-public-service-in-2023?searchAnalytics=eyJlbmdpbmVOYW1lIjoicHJvZC10a20iLCJxdWVyeVN0cmduYy6lnN5c3RlbSBzZXByZXBvcnQiLCJkb2N1bWVudElkljoic2lsdmVyc3RyaXBlX2Ntc19tb2RlbF9zaXRldHJlZV8xMjc3IiwicmVxdWVzdElkljoiVGNiY3dnWEFUdlNqbJRTZXJWVU5aZyJ9">https://www.publicservice.govt.nz/publications/progress-in-promoting-diversity-equity-and-inclusion-across-the-public-service-in-2023?searchAnalytics=eyJlbmdpbmVOYW1lIjoicHJvZC10a20iLCJxdWVyeVN0cmduYy6lnN5c3RlbSBzZXByZXBvcnQiLCJkb2N1bWVudElkljoic2lsdmVyc3RyaXBlX2Ntc19tb2RlbF9zaXRldHJlZV8xMjc3IiwicmVxdWVzdElkljoiVGNiY3dnWEFUdlNqbJRTZXJWVU5aZyJ9</a>
3	30 June 2024	<b>REPORT</b> - Diversity, equity and inclusion plan 2024-25: Progress Report 30 June 2024	<a href="https://www.publicservice.govt.nz/publications/diversity-equity-and-inclusion-plan-2024-and-2025-progress-report-30-june-2024">https://www.publicservice.govt.nz/publications/diversity-equity-and-inclusion-plan-2024-and-2025-progress-report-30-june-2024</a>
4	3 July 2024	<b>GUIDANCE</b> - Guidance for Public Service Agencies: Developing DEI Plans	<a href="https://www.publicservice.govt.nz/guidance/guidance-for-public-service-agencies-developing-dei-plans?searchAnalytics=eyJlbmdpbmVOYW1lIjoicHJvZC10a20iLCJxdWVyeVN0cmduYy6lnN5c3RlbSBzZXByZXBvcnQiLCJkb2N1bWVudElkljoic2lsdmVyc3RyaXBlX2Ntc19tb2RlbF9zaXRldHJlZV8xMzlYliwicmVxdWVzdElkljoiVGNiY3dnWEFUdlNqbJRTZXJWVU5aZyJ9">https://www.publicservice.govt.nz/guidance/guidance-for-public-service-agencies-developing-dei-plans?searchAnalytics=eyJlbmdpbmVOYW1lIjoicHJvZC10a20iLCJxdWVyeVN0cmduYy6lnN5c3RlbSBzZXByZXBvcnQiLCJkb2N1bWVudElkljoic2lsdmVyc3RyaXBlX2Ntc19tb2RlbF9zaXRldHJlZV8xMzlYliwicmVxdWVzdElkljoiVGNiY3dnWEFUdlNqbJRTZXJWVU5aZyJ9</a>
5	27 January 2025	<b>MoSR 2025-0020 - REPORT</b> - Public Service Portfolio Legislation Programme 2025	<a href="https://www.mpsr.org.nz/memoranda/MoSR-2025-0020-REPORT-Public-Service-Portfolio-Legislation-Programme-2025">MoSR-2025-0020-REPORT-Public-Service-Portfolio-Legislation-Programme-2025</a>
6	3 February 2025	<b>MoSR 2025-0064 - AIDE MEMOIRE</b> - Agenda – Discussion on scope for Public Service Amendment Bill	<a href="https://www.mpsr.org.nz/memoranda/MoSR-2025-0064-AIDE-MEMOIRE-Agenda-Discussion-on-scope-for-Public-Service-Amendment-Bill">MoSR-2025-0064-AIDE-MEMOIRE-Agenda-Discussion-on-scope-for-Public-Service-Amendment-Bill</a>
7	5 February 2025	<b>MoSR 2025-0085 - REPORT</b> - Scope of amendments to the Public Service Act 2020	<a href="https://www.mpsr.org.nz/memoranda/MoSR-2025-0085-REPORT-Scope-of-amendments-to-the-public-service-act">MoSR-2025-0085-REPORT-Scope-of-amendments-to-the-public-service-act</a>

8	19 February 2025	<b>MoSR 2025-0135 - REPORT -</b> Draft papers and advice – Public Service Amendment Bill	<a href="#">MoSR-2025-0135-Report-Draft-papers-and-advice-Public-Service-Amendment-Bill</a>
9	28 February 2025	<b>MoSR 2025-0160 - REPORT -</b> Final draft Cabinet papers for ministerial consultation	<a href="#">MoSR-2025-0160-REPORT-Final-draft-Cabinet-papers-for-ministerial-consultation</a>
10	14 March 2025	<b>MoSR 2025-0228 - REPORT -</b> Public Service Act amendments – updated draft Cabinet papers	<a href="#">MoSR-2025-0228-REPORT-Public-Service-Act-amendments-updated-draft-Cabinet-papers</a>
11	18 March 2025	<b>MoSR 2025-0226 - REPORT -</b> Good employer obligations in the Public Service	<a href="#">MoSR-2025-0226-REPORT-Good-employer-obligations-in-the-Public-Service</a>
12	19 March 2025	<b>MoSR 2025-0253 - REPORT -</b> Ensuring our Public Service fosters merit-based appointments, diverse talent and fair and respectful employment practices	Publicly available soon: <a href="#">Publications - Te Kawa Mataaho Public Service Commission</a>
13	19 March 2025	<b>REGULATORY IMPACT STATEMENT:</b> Amendments to the Public Service Act 2020	<a href="https://www.publicservice.govt.nz/assets/DirectoryFile/Regulatory-Impact-Statement-Amendment-to-the-Public-Service-Act-2020-PSC-March-2025.pdf">https://www.publicservice.govt.nz/assets/DirectoryFile/Regulatory-Impact-Statement-Amendment-to-the-Public-Service-Act-2020-PSC-March-2025.pdf</a>
14	6 May 2025	<b>CABINET PAPER –</b> Public Service Act Amendments Paper 1	<a href="#">Cabinet-Paper-Public-Service-Act-Amendments-Paper-1.pdf</a>
15	6 May 2025	<b>CABINET PAPER –</b> Public Service Act Amendments Paper 2	<a href="#">Cabinet-Paper-Public-Service-Act-Amendments-Paper-2.pdf</a>
16	6 May 2025	<b>CABINET PAPER –</b> Public Service Act Amendments Paper 3	<a href="#">Cabinet-Paper-Public-Service-Act-Amendments-Paper-3.pdf</a>

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the Official Information Act 19682 (OIA) on the grounds the information requested is or will soon be publicly available.

### Information not held

In relation to parts two and three of your request, the Commission does not hold any information related to the *Public Service (Repeal of Diversity and Inclusiveness Requirements) Amendment Bill* or ‘communications with New Zealand First and other coalition partners concerning Diversity and inclusion policies (or similar policies/regulations) and the proposed repeal’.

I am therefore refusing these parts of your request under section 18(e) of the OIA on the grounds the information does not exist.

If you wish to discuss this decision with us, please feel free to contact [Enquiries@publicservice.govt.nz](mailto:Enquiries@publicservice.govt.nz).

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) and enclosed documents on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicky Dirks', with a stylized, cursive script.

Nicky Dirks

**Manager – Ministerial and Executive Services**  
**Te Kawa Mataaho Public Service Commission**



<b>PAPER TITLE</b>	Diversity, Equity and Inclusion (DEI) plan - Update
<b>LT Meeting Date:</b>	5 November 2024
<b>Team:</b>	Enabling Services - Ratonga Whakamana
<b>Author:</b>	Hannah Seddon, Manager People & Culture   Chief People Officer
<b>Responsible DC</b>	Thor Gudjonsson, DCE Enabling Services
<b>Attachments (if required):</b>	Progress Update DEI Plan 2024-2025 October 2024 - FINAL
<b>The following teams have been consulted:</b>	

## Purpose & Executive Summary

- The purpose of this paper is to:
  - update you on progress made on Phase 2 of the Commission’s 2024-25 Diversity, Equity and Inclusion (DEI) Plan as at 30 June 2024 and outline what is planned for 2025; and
  - to seek approval to publish the attached update on the Commission’s website by 15 November 2024 to ensure our obligations under Kia Toipoto (the Public Service Pay Gaps action plan), are met.
- All planned actions have previously been published in our 2024-25 Diversity, Equity and Inclusion (DEI) Plan.
- Appendix 1 provides a more recent update which is not required for the official reporting period (to 30 June 2024) but anticipates some questions likely to be asked by TMA.

## Recommended Actions

We recommend you:

- approve** the attached progress report on the 2024-2025 DEI Plan for publishing on the Commission website by 15 November 2024.

**Approved / Not Approved**

## Background

- In 2022 we developed and published our first Diversity, Equity and Inclusion plan. The 2022-23 DEI Plan (Phase 1) brought together our system wide Papa Pounamu and Kia Toipoto commitments, enabling us to track and meet these commitments.
- The 2024-25 DEI plan (Phase 2) built on our DEI plan 2022-23. Phase 2 is the consolidation stage of maturity, with DEI woven through our policies, an engagement process that ensures

the employee voice is used in the development of policies, plans and initiatives, and well supported and vibrant ELNs.

6. The 2024-25 DEI plan built on the progress made in 2023. The 2024-25 plan was then updated to reflect a smaller and more achievable list of targeted new activities, taking account of the capacity of the People & Culture Team resources and organisational priorities.

### **Update on the 2024-25 DEI Plan**

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7. During 2024 we chose to reprioritise our People Plan and Diversity Equity and Inclusion Plan activities to manage increased delivery demands across the Leadership group and the People & Culture team throughout the Fiscal Sustainability Programme. This has meant deferring implementation of some actions within our DEI Plan to the 2025 year. We continue to weave DEI throughout our policies, people practices, and our engagement processes.
8. We continue to work towards our goal of having a workforce and leadership group that are substantially more representative of society by 2027, notwithstanding some challenges given the small size of the Commission and our Wellington based location. We will continue to take a multifaceted approach which focuses on attracting diverse employees, developing an inclusive work environment and leadership practices and providing development to retain and build leadership and career pathways for under-represented groups.
9. The rescheduling of Te Taunaki the Public Service Census to now take place in March 2025 means any Te Taunaki related actions are also deferred until the second half of 2025. Te Taunaki 2025 will provide us with updated and robust data to see where progress has been made and to calibrate our strategies.
10. To address gender and ethnic pay gaps we will continue to monitor starting salaries, and salaries for the same or similar roles and will increase our focus on providing development and career pathways for under-represented groups. This is a multi-year strategy supported by using data and ongoing monitoring of initiatives to track progress towards our goals.
11. We worked closely with our internal employee led networks over 2024 to support the ongoing social, cultural, and educational events hosted by them, raising awareness and enabling members to feel connected, respected, and valued.

### **Fiscal implications and risks**

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The DEI Plan 2024 – 2025 has been updated in a way that is cognisant of the current environment and the drive to identify efficiency and effectiveness improvements. As a result:

- Fiscal – We are supporting the move by ELN leads to work together to develop a combined calendar of events, with fewer events held but which are endorsed by most/all ELNs.
- Fiscal - To mitigate costs and avoid loss of development opportunities, we will explore/pursue cost-efficient, free, peer-learning and self-learning opportunities. This will also include engaging with other smaller agencies to see if we can share learning opportunities and costs.
- Risk - As the organisation size reduces over time, and we move to use more agile options for people resourcing, it will be important to ensure we continue to pursue our diversity targets (see appendices section in the DEI Plan 2024 – 2025).

## Next Steps

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12. The next steps are listed below.

Action	Accountable	Date
Approve the progress update on the DEI plan 2024-25	DCE Enabling Service	6 November 2024
Provide information to the Communications and Engagement team	People and Culture Team	W/commencing 6 November 2024
Communications and Engagement team to prepare information for publishing on external website	People and Culture Team/Comms	W/commencing 6 November 2024
Publish plan on Commission website	Comms	By 15 November 2024
Publish a DORIS story with a link to the update on the 2024 - 2025 plan	People and Culture Team	On 15 November 2024

## Appendix 1: Supplementary information – Impact of Fiscal Sustainability Programme and Remuneration Review 2024

For Te Mana Arataki information only and is not included in the progress update which reports only to 30 June 2024:

- The Fiscal Sustainability Programme is considered to have had minimal impact on the Commission's composition and pay gaps, this is based on our system workforce data reporting for the period ending 30 September 2024.
- There was a small decrease in gender pay gap (GPG) from 14.3% to 13.8% between 30 June 2024 and 30 September 2024 following the Fiscal Sustainability Programme changes to date. Noting a small number of employees who had been in disestablished roles remain employed (b)(2)(a) privacy on an internal secondment and (b)(2)(a) privacy externally seconded.
- Our manually calculated analysis suggests that the GPG has increased slightly to 14.1% as at 23 October 2024, following the 2024 Remuneration Round and a small number of employee starts and finishes (b)(2)(a) privacy female employees left in this period and (b)(2)(a) privacy males started). Our official GPG will be confirmed in workforce data reporting for Q2 December 2024.
- Internal preliminary data indicates the Commission maintained the ethnic proportionality of our European, Māori, Pacific and Asian employees through the organisational changes resulting from our Fiscal Sustainability Programme.
- Indicative internally calculated pay gap analysis indicates a reduction in pay gap for these ethnic groups following both the Fiscal Sustainability Programme changes to date and the 2024 Remuneration Round, however an official ethnic pay gap reflecting these changes, will not be available until after the June 2025 Workforce Data submission is completed in October 2025. This will also only provide limited information as it incorporates the public reporting suppression rules which are aligned to Stats NZ 20 employee minimum count rule.

The published DEI progress report is based on data at 30 June 2024. As in previous years we have matched the year end date as used in our Annual Report. For that reason, and because data as at 23 October 2024 is indicative only, detailed information following the Fiscal Sustainability Programme and 2024 Remuneration Round has not been included in the published report.