

Briefing for the 8 November Te Whakapiri meeting

Date: 3 November 2022 **Security Level:** IN CONFIDENCE

Report No: 2022/0245

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Actions Sought

Hon Jan Tinetti, Minister for Women

Note the contents

7 November 2022

Enclosure:

Appendix 1: Run sheet

Appendix 2: Talking points

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

1. Te Kawa Mataaho together with the PSA have invited you to attend the Te Whakapiri hui which will take place on 8 November 2022, 11.30am to 12.30pm. This briefing provides you with background information about Te Whakapiri meeting where you will meet the working group, discuss the progress that has been achieved since establishment, and hear about the work programme for 2023.

Recommended Action

We recommend that you:

- a **note** that the Public Service gender pay gap is the lowest ever. The Public Service Gender Pay Gap Action Plan 2018-20 has succeeded in its aims of making substantial progress toward closing the Public Service gender pay gap and was supported by settlement of two pay equity claims in 2018.
- b **note** that Kia Toipoto work programme for 2023 will focus on career pathways and equitable progression opportunities to achieve career aspirations, remuneration and HR systems, policies and practices that are free from bias and discrimination, reviewing Flexible-by-Default guidance, and system review of targeted initiatives that support career development and leadership across the Public Service workforce.
- c **note** that appendices include the draft run sheet and talking points.
- d **agree** that Te Kawa Mataaho release this briefing in full once it has been considered by you.

Agree/disagree.

Hon Jan Tinetti

Minister for Women

Background Kia Toipoto

2. In 2021, we launched Kia Toipoto - the Public Service Pay Gaps Action Plan 2021-24. Kia Toipoto builds on the success of the GenderPay Action Plan, but with an even more ambitious reach.
3. Kia Toipoto's three-year goals are to:
 - make substantial progress toward closing gender, Māori, Pacific and ethnic pay gaps.
 - accelerate progress for wāhine Māori, Pacific women, and women from ethnic communities
 - create fairer and more diverse workplaces, including disabled people and members of rainbow communities.
4. The voices of Māori, Pacific and ethnic communities are the foundation of Kia Toipoto. This is achieved through our working group Te Whakapiri. Te Whakapiri includes Te Runanga o Ngā Toa Āwhina (the PSA Māori Network) the PSA, the Ministry for Women, Te Puni Kōkiri, the Ministry for Pacific Peoples, the Ministry for Ethnic Communities and employee-led network representatives from pan-Asian, Disabled and Rainbow networks.

Te Whakapiri Chairs

- Nardine Sleeman, Manager, Gender, Māori, Pacific and Ethnic Pay Gaps Te Kawa Mataaho
- Janice Panoho, Kaihautu, Te Rūnanga o Ngā Toa Āwhina PSA

Te Whakapiri members from PSA:

- Georgina Kerr, Executive Board Member
- Kerry Davies, National Secretary
- Stella Teariki, Organiser
- Kirsten Windelov, Senior Advisor
- Marcia Puru, Kaiwhakarite Maori, Te Rūnanga o Ngā Toa Āwhina
- Dolly Larkins, Organiser Te Rūnanga o Ngā Toa Āwhina
- Grace Millar, Policy Advisor

Te Whakapiri members from other agencies:

- Tofilau Iris Webster, Director Diversity and Inclusion, Te Kawa Mataaho
- Kimberley Polata-Ahotolu, Director, People and Culture, Ministry of Pacific Peoples
- Jenny Nand, Ministry of Social Development
- Ananda Gotty, Te Puni Kōkiri
- Dawn Marshall-Smith, Senior Policy Analyst, Ministry for Ethnic Communities
- Anna McLean, Principal Advisor, Ministry for Women
- Hana Wong, Pan-Asian Network

Equal Pay Taskforce, Te Kawa Mataaho

- Stephanie Nichols, Technical Lead Gender Pay
- Helen Karati, Technical Lead Ethnic Pay
- Sara O'Donnell (Secretariat), Senior Advisor
- Lisita Aloua, Senior Advisor
- Tajinder Deep Kaur, Senior Advisor

- Isabella Sánchez Bolívar, Graduate Advisor

Our progress

5. This year we have published four sets of guidance focused on addressing bias, equitable pay, developing annual pay gap actions plans and improving workforce and leadership representation and are not focused on ensuring recruitment and career development is fair and equitable.
6. We are lifting awareness of workforce and career progression programmes that are already in place across the public service.
7. We are also conducting a system review to understand all activities and investment to build the diversity of the workforce and career progression for all gender and ethnic groups. In this work we particularly want to identify programmes that have been successful and extend these more widely across the Public Service.

Kia Toipoto 2023 work programme will focus on

8. Career pathways and equitable progression opportunities to achieve career aspirations, remuneration and HR systems, policies and practices that are free from bias and discrimination.
9. Review Flexible-by-Default guidance.
10. System review of targeted initiatives that support career development and leadership across the Public Service workforce.

A summary of the support material included in this briefing

Appendix 1: Run sheet

11. This outlines the order of proceedings. Minister Tinetti is the first speaker after the welcome. The working group will introduce themselves briefly and then there will be a discussion about Te Whakapiri work programme.

Appendix 2: Talking points

12. The draft talking points are designed to support your office to draft a speech for the meeting.

Appendix 1

Programme run sheet for hui with Minister for Women 8 November 2022

Date and time	Tuesday, 8 November 11.30-am – 12.30 pm	Time	Duration
Location	Te Kawa Mataaho, 2 The Terrace, Wellington Teams link (TBC)		
	Hannah Cameron and Nardine Sleeman to meet the Minister at Ground Floor reception, Reserve Bank Building	11.20	10 mins
Mihi and waiata	Mihi Whakatau to welcome Minister and her officials - Janice Panoho - Kerry Davies	11.30	2 mins
	Mihi to the Minister - Nardine Sleeman	11.32	2 mins
	Te Whakapiri – Waiata Porea nei, see https://www.youtube.com/watch?v=Kbk1XYb2LoM	11.34	2 mins
	(Nardine to hand over to the Minister)		
	Minister Tinetti to speak	11.36	5 mins
	Waiata – Te Aroha, see https://www.youtube.com/watch?v=EHm5uVIR4Wc	11.41	2 mins
Whakawhanaungatanga	Te Whakapiri members (name, position, and workplace)	11.43	10 mins (30 secs each)
Discuss Te Whakapiri work programme	Te Whakapiri presents to Minister: <ul style="list-style-type: none"> what we have achieved since establishment our work programme for 2023 our group, how we operate 	11.53	7 mins
	Questions from the Minister and discussion Questions for the Minister	12:00	20 mins
	Te Whakapiri and Taskforce members leave		
Small group discussion with the Minister	Further discussion between Minister, Chairs, and support Nardine, Janice, Marcia	12.20	10 mins
	Nardine - thank the Minister for her time Nardine – note any follow up actions e.g., further information for Minister	12:30	10 mins

Appendix 2

Talking Points for Minister Tinetti

- I'd like to acknowledge the work of Te Whakapiri, without your commitment to work together on this important mahi we would not be here today.
- As Minister for Women, one of my priorities is creating fairer Public Service workplaces for women, Māori, Pacific peoples, and people from ethnic communities.
- I'm pleased to see another drop in the Public Service Gender Pay Gap.
- I am proud to witness the drop of the Māori pay gap to 6.5 percent from 11.2 percent in 2018, the lowest it has been in history.
- I am happy to see that the public service is becoming more diverse with public servants under the age of 35 now make up 31% of the workforce and they are more likely to be Pacific, Asian or MELAA.
- I am excited to see the increase of the proportion of women for all the ethnic groups in the Public Service. Likewise, the public service workforce data shows that 55.8 percent of our leaders are women, which contributes to closing the gender pay gap.
- Thank you to you all, I know the key role that Te Whakapiri and the working groups have played in closing these gaps.
- Thank you for your commitment to making systemic change for women.
- There is more work to be done, especially to close the Pacific and the Asian pay gaps, but I am confident that it is work that is already underway.
- I am confident that the 2023 Kia Toipoto milestones of:
 - effective career and leadership development,
 - eliminating all forms of bias and discrimination, and
 - Flexible-work-by-defaultwill contribute significantly to continuing to close the gender and ethnic pay gaps.
- I am acutely aware that agencies and Crown entities are working incredibly hard to meet the Kia Toipoto milestones while responding to the challenges that the pandemic has created, but shocks like this pandemic affect women the most, so it is even more vital now than ever to address these inequalities.