



**Te Kawa Mataaho**  
Public Service Commission

**Report: Equal Pay Taskforce Progress Report for October and November 2022**

**Date:** 7 December 2022                      **Security Level:** IN CONFIDENCE

**Report No:** 2022-0320

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	Actions Sought	Due Date
<b>Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities</b>	<b>Note</b>	<b>None</b>

**Enclosure:** None

**Minister’s Office Comments**

<b>Comments:</b>	
<b>Date returned to Te Kawa Mataaho:</b>	

## Executive Summary

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### Public Service Pay Gaps Work Programme

- 1 The Equal Pay Taskforce (the Taskforce) is part of a stakeholder working group, Te Whakapiri. Over the last two months Te Whakapiri has developed new guidance on bias-free recruitment and on career progression processes. This guidance will be released in February and April next year respectively.
- 2 Over the next two months Te Whakapiri will:
  - progress the recruitment and career progression guidance towards completion
  - organise workshops to support agencies and Crown entities (entities) to implement both pieces of guidance
  - complete our review of activities across the system to build Māori, Pacific and ethnic communities' workforce, and professional capability
  - bring a stronger focus to creating fair and equitable workplaces for disabled employees and members of rainbow communities.

### Recommended Actions

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We recommend that you:

**Note** the progress being made by the Equal Pay Taskforce and note that a copy of this report is forwarded to the Minister for the Public Service.

**Agree** that Te Kawa Mataaho releases this report 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).

*Agree/disagree*

Hon Priyanca Radhakrishan

**Minister for Diversity, Inclusion and  
Ethnic Communities**

## **Report: Equal Pay Taskforce Progress Report for October and November 2022**

### **Purpose of Report**

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This report provides a high-level overview of progress on the Kia Toipoto work programme.

### **Kia Toipoto – Public Service Pay Gaps Action Plan**

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#### **The first Kia Toipoto action plans have been published**

- 5 34 departments and departmental agencies are required to publish action plans by 15 November 2022, to meet the transparency milestone of Kia Toipoto. Excluded from the requirement are: Te Arawhiti (which is included with Ministry of Justice); Cancer Control Authority (included with Ministry of Health) and Ministry of Disabled People (newly established this year).
- 6 Some agencies have requested extensions of 2-4 weeks to complete their employee engagement and sign-off processes. Development of these plans has been slowed as a result of the pressures this year's Covid waves have placed on agencies. We have advised agencies that 15 December is the latest possible date for publication.
- 7 As at 6 December 2022:
  - 22 agencies have published their plans to their external websites
  - 8 more agencies have sent us their final plans or their drafts and are working through sign-off and publication processes.The Taskforce is supporting the remaining agencies to complete and publish their plans by 15 December. Te Kawa Mataaho will put the links to all published plans on our website so that stakeholders can easily locate and compare plans.
- 8 Published plans so far show agencies' increasing maturity in analysing and communicating the complex drivers of pay gaps, and some make connections with wider Diversity, Equity and Inclusion work programmes.
- 9 We will undertake an evaluation of the plans so we can assess progress, provide feedback to agencies, and provide a report to you. A subgroup of Te Whakapiri has begun work on developing the evaluation framework and will seek the involvement of agencies and Crown entities to ensure that the framework is an effective capability development resource.
- 10 Following your decision to allow Crown entities more time to complete their first Kia Toipoto action plans [Public Service Commission Report No: 2022/0191 refers], their plans are now due by 28 April 2023. We have heard from a number of Crown entities that they appreciate the extra time to develop their plans.

## **Continuing to work with Te Whakapiri to support agencies and Crown entities to meet the Kia Toipoto milestones**

- 11 On 25 October, members of Te Whakapiri met in person for the first time since the group was established in August 2021. The special three-hour hui took time for whakawhanaungatanga, to celebrate our achievements, and to thank departing members.
- 12 On 8 November, Te Whakapiri met with the Minister for Women. The discussion included:
  - the Public Service Workforce Data 2022, which shows substantial progress is being made to reduce gender and Māori pay gaps and to increase the diversity of the Public Service
  - how this progress has been achieved, and what can we learn from our experience to generate change more widely
  - the importance of increasing career pathways for Pacific and Asian employees and their representation in leadership
  - the importance of identifying and leveraging targeted programmes to help lower Māori, Pacific and ethnic pay gaps
  - the success of the collaborative tri-partite approach Te Whakapiri has taken.
- 13 Te Whakapiri aims to ensure that its members represent the groups whose interests it serves. A number of representatives of employee-led networks recently left the group, and we have new representatives from the PSA Pasefika women's network and the Public Service Futures employee-led network. A new member from the Cross Agency Rainbow Network will join in the new year and we are actively recruiting a replacement representative from We Enable Us (the disabled employees' network).
- 14 We have conducted a system review to understand all current activities and investment focused on workforce and career development for Māori, Pacific and ethnic communities' workforces within the Public Service. We have identified over 30 initiatives. Further analysis is underway with agencies to understand which initiatives are working well with the aim to leverage these more widely across the Public Service.
- 15 Te Whakapiri has been increasingly engaged with stakeholders in the last two months, partly as a result of agencies and Crown entities seeking advice about implementing Kia Toipoto and developing their action plans. As well, members of Te Whakapiri, especially Rūnānga and PSA members, have been promoting awareness of Kia Toipoto among employees and interest groups including union delegates, driving requests for more information.
- 16 A subgroup of Te Whakapiri has developed guidance on equitable career progression, pathways, breaks and leave to support agencies and entities to meet the Kia Toipoto Effective career and leadership development milestone. The guidance will be released in February 2023. A series of workshops will be held in March 2023 to support agencies and entities to implement the guidance.
- 17 Another subgroup of Te Whakapiri is developing guidance on equitable recruitment processes. This guidance will support agencies and entities to achieve the Eliminating all forms of bias and discrimination milestone. The guidance will be released in April 2023 and workshops will follow in May to support agencies and entities to implement the guidance.

- 18 Te Whakapiri has agreed its work programme for 2023. Along with releasing and supporting the above guidance, Te Whakapiri will:
- complete our review of activities across the system to build Māori, Pacific and ethnic communities' workforce representation, and professional capability (as noted above)
  - review the Kia Toipoto action plans published by agencies and entities
  - review and update the Flexible-work-by-default guidance which was published in 2019 as part of the Gender Pay Gap Action Plan
  - create an increased focus, throughout our work, on disabled employees and employees who are members of rainbow communities
  - develop guidance on skills-based job assessments, job descriptions and recruitment, progression and remuneration decisions. We will draw on Te Orowaru, the bias-free work assessment tool developed to support the pay equity process.
- 19 The Taskforce and Ministry for Women met with members of the OECD on 13 October 2023. The OECD was interested in discussing our experiences with pay transparency and Kia Toipoto, and in particular our intersectional approach to addressing gender and ethnic pay gaps. The OECD appreciated the chance to discuss our work and we have offered to continue this discussion.

Ends