



**Te Kawa Mataaho**  
Public Service Commission

**Report: Published Public Service agency Kia Toipoto pay gaps action plans**

**Date:** 21 December 2022      **Security Level:** UNCLASSIFIED

**Report No:** 2022-0336

**Contact:** Nardine Sleeman, Manager, Gender, Māori, Pacific, and Ethnic Pay

**Telephone:** 9(2)(a) privacy

	Actions Sought	Due Date
Hon Jan Tinetti, Minister for Women	Note	None

**Enclosure:** None

**Minister's Office Comments**

**Comments:**

**Date returned to Te Kawa Mataaho:**

## **Executive Summary**

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1. This report contains the links to the published Public Service agency Kia Toipoto pay gaps action plans. The links are to agencies' public-facing websites.

## **Recommended Actions**

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We recommend that you:

**Note** that the links to published Public Service agency pay gaps action plans are included in this report for your information.

**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 Jan Tinetti

**Minister for Women**

## Report: Published agency Kia Toipoto pay gaps action plans

### Purpose of Report

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This report provides the links to published Public Service agency pay gaps action plans for your information.

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

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

2. 34 departments and departmental agencies (agencies) were required to publish pay gaps 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).
3. These plans provide a system-level view of progress in implementing Kia Toipoto, as well as agency-level insights, examples of successful actions, and agencies' responses to challenges in tackling pay gaps. For agencies which are large enough to calculate robust statistics. The plans also provide agency-level data unavailable elsewhere including ethnic pay gaps, and representation in leadership by gender and ethnicity combined.
4. So far, 33/34 agencies have published their plans. The Ministry of Education will publish its plan this week, and we are working closely with Ministry staff to ensure this. Capacity constraints arising from the current restructuring at the Ministry have contributed to delays in the Ministry publishing its plan. We will send your office the link to the Ministry's plan when it is available.
5. Te Kawa Mataaho is in the process of putting the links to all published plans on our website so that stakeholders can easily locate and compare plans. (See <https://www.publicservice.govt.nz/system/public-service-people/pay-gaps-and-pay-equity/kia-toipoto/>, and scroll down to *How we measure progress*.)
6. In February, we will provide you with an initial high-level assessment of the plans. We will subsequently provide you with a more in-depth evaluation, based on the evaluation framework that Te Whakapiri has begun to develop.
7. The table of links to agencies' published Kia Toipoto pay gaps action plans follows:

Agency	Link to published Kia Toipoto plan
Crown Law Office	<a href="http://www.crownlaw.govt.nz/careers/working-environment/">http://www.crownlaw.govt.nz/careers/working-environment/</a>
Department of Conservation	<a href="https://www.doc.govt.nz/globalassets/documents/about-doc/gender-pay-gap/kia-toipoto-gender-maori-ethnic-pay-gap-action-plan-2022.pdf">https://www.doc.govt.nz/globalassets/documents/about-doc/gender-pay-gap/kia-toipoto-gender-maori-ethnic-pay-gap-action-plan-2022.pdf</a>

Agency	Link to published Kia Toipoto plan
Department of Corrections	<a href="https://www.corrections.govt.nz/resources/strategic-reports/gender-pay-gap-action-plan/recache">https://www.corrections.govt.nz/resources/strategic-reports/gender-pay-gap-action-plan/recache</a>
Department of Internal Affairs	<a href="https://dia.govt.nz/gender-pay-gap-action-plan">Gender Pay Gap Action Plan - dia.govt.nz</a>
Department of Prime Minister and Cabinet	<a href="https://dpmc.govt.nz/publications/dpmc-2023-kia-toipoto-action-plan-consultation-document">https://dpmc.govt.nz/publications/dpmc-2023-kia-toipoto-action-plan-consultation-document</a>
Education Review Office	<a href="https://ero.govt.nz/sites/default/files/media-documents/2022-12/V2%20Kia%20toipoto.pdf">https://ero.govt.nz/sites/default/files/media-documents/2022-12/V2%20Kia%20toipoto .pdf</a>
Government Communications Security Bureau	<a href="https://www.gcsb.govt.nz/assets/Beyond-Ordinary-shared/GCSB-Kia-Toipoto-Pay-Gap-Report-and-Action-Plan.pdf">https://www.gcsb.govt.nz/assets/Beyond-Ordinary-shared/GCSB-Kia-Toipoto-Pay-Gap-Report-and-Action-Plan.pdf</a>
Inland Revenue Department	<a href="https://www.ird.govt.nz/-/media/project/ir/home/documents/about-us/publications/annual-and-corporate-reports/gender-pay-gap-action-plan/diversity-equity-and-inclusion-roadmap-2022.pdf?modified=20221114231529&amp;modified=20221114231529">https://www.ird.govt.nz/-/media/project/ir/home/documents/about-us/publications/annual-and-corporate-reports/gender-pay-gap-action-plan/diversity-equity-and-inclusion-roadmap-2022.pdf?modified=20221114231529&amp;modified=20221114231529</a>
Land Information New Zealand	<a href="https://www.linz.govt.nz/careers/working-toitu-te-whenua/pay-gap-action-plan#Effective">https://www.linz.govt.nz/careers/working-toitu-te-whenua/pay-gap-action-plan#Effective</a>
Ministry for Business Employment and Innovation	<a href="https://www.mbie.govt.nz/about/who-we-are/corporate-publications/kia-tu-ranga-mbie-pay-gap-action-plan/">https://www.mbie.govt.nz/about/who-we-are/corporate-publications/kia-tu-ranga-mbie-pay-gap-action-plan/</a>
Ministry for Children	<a href="https://orangatamariki.govt.nz/assets/Uploads/About-us/Careers/Gender-pay-gap-action-plan/OT-Pay-Gap-Action-Plan-2022-23.pdf">https://orangatamariki.govt.nz/assets/Uploads/About-us/Careers/Gender-pay-gap-action-plan/OT-Pay-Gap-Action-Plan-2022-23.pdf</a>
Ministry for Culture and Heritage	<a href="https://mch.govt.nz/sites/default/files/projects/kia-toipoto-pay-gap-action-plan-2022.pdf">https://mch.govt.nz/sites/default/files/projects/kia-toipoto-pay-gap-action-plan-2022.pdf</a>
Ministry for Ethnic Communities	<a href="https://www.ethniccommunities.govt.nz/assets/AboutUs/Kia-Toipoto-Action-Plan.pdf">https://www.ethniccommunities.govt.nz/assets/AboutUs/Kia-Toipoto-Action-Plan.pdf</a>
Ministry for Pacific Peoples	<a href="https://www.mpp.govt.nz/assets/Corporate-Publications/Kia-Toipoto-Action-Plan-2021-2024-November-2022.pdf">https://www.mpp.govt.nz/assets/Corporate-Publications/Kia-Toipoto-Action-Plan-2021-2024-November-2022.pdf</a>
Ministry for Primary Industries	<a href="https://www.mpi.govt.nz/about-mpi/corporate-publications/">https://www.mpi.govt.nz/about-mpi/corporate-publications/</a>
Ministry for Social Development	<a href="https://msd.govt.nz/about-msd-and-our-work/publications-resources/corporate/gender-pay-gap-action-plan/2022-2023/index.html">https://msd.govt.nz/about-msd-and-our-work/publications-resources/corporate/gender-pay-gap-action-plan/2022-2023/index.html</a>
Ministry for the Environment	<a href="https://environment.govt.nz/publications/gender-and-ethnic-pay-gaps-action-plan/">https://environment.govt.nz/publications/gender-and-ethnic-pay-gaps-action-plan/</a>

Agency	Link to published Kia Toipoto plan
Ministry for Women	<a href="https://women.govt.nz/sites/public_files/Kia%20Toipoto%20%28Public%20Service%20Action%20Plan%202022-2024%29%20November%202022%20%20-%20Ministry%20for%20Women%20.pdf">https://women.govt.nz/sites/public_files/Kia%20Toipoto%20%28Public%20Service%20Action%20Plan%202022-2024%29%20November%202022%20%20-%20Ministry%20for%20Women%20.pdf</a>
Ministry of Defence	<a href="https://www.defence.govt.nz/assets/publication/file/Kia-Toipoto.pdf">https://www.defence.govt.nz/assets/publication/file/Kia-Toipoto.pdf</a>
Ministry of Foreign Affairs and Trade	<a href="https://mfatgovtnz2020.cwp.govt.nz/assets/SAP/Gender-and-Ethnic-Pay-Plan-2022-and-2023.pdf?vid=3">https://mfatgovtnz2020.cwp.govt.nz/assets/SAP/Gender-and-Ethnic-Pay-Plan-2022-and-2023.pdf?vid=3</a>
Ministry of Health	<a href="https://www.health.govt.nz/system/files/documents/pages/pay_gap_action_plan_2022-2023_-_infographic.pdf">https://www.health.govt.nz/system/files/documents/pages/pay_gap_action_plan_2022-2023_-_infographic.pdf</a>
Ministry of Housing and Urban Development	<a href="https://www.hud.govt.nz/about-us/open-government-and-official-information-requests/gender-pay-gap-action-plan/">https://www.hud.govt.nz/about-us/open-government-and-official-information-requests/gender-pay-gap-action-plan/</a>
Ministry of Justice	<a href="https://www.justice.govt.nz/assets/Uploads/Documents-Other/MOJ-Kia-Toipoto-Pay-Gaps-Action-Plan-2022-23.pdf">https://www.justice.govt.nz/assets/Uploads/Documents-Other/MOJ-Kia-Toipoto-Pay-Gaps-Action-Plan-2022-23.pdf</a>
Ministry of Transport	<a href="https://www.transport.govt.nz/about-us/work-for-us/gender-pay-analysis-and-action-plan/">https://www.transport.govt.nz/about-us/work-for-us/gender-pay-analysis-and-action-plan/</a>
National Emergency Management Agency	<a href="https://dpmc.govt.nz/publications/nema-2022-2023-kia-toipoto-action-plan-consultation">https://dpmc.govt.nz/publications/nema-2022-2023-kia-toipoto-action-plan-consultation</a>
New Zealand Custom Services	<a href="https://www.customs.govt.nz/contentassets/400d1a6f5baa4b039d89d641cc0f39a5/customs-pay-gap-action-plan-22-23.pdf">https://www.customs.govt.nz/contentassets/400d1a6f5baa4b039d89d641cc0f39a5/customs-pay-gap-action-plan-22-23.pdf</a>
New Zealand Security Intelligence Services	<a href="https://www.nzsis.govt.nz/assets/Beyond-Ordinary-shared/NZSIS-Kia-Toipoto-Pay-Gap-Report-and-Action-Plan.pdf">https://www.nzsis.govt.nz/assets/Beyond-Ordinary-shared/NZSIS-Kia-Toipoto-Pay-Gap-Report-and-Action-Plan.pdf</a>
Public Service Commission	<a href="https://www.publicservice.govt.nz/publications/diversity-equity-and-inclusion-plan/">https://www.publicservice.govt.nz/publications/diversity-equity-and-inclusion-plan/</a>
Serious Fraud Office	<a href="https://sfo.govt.nz/publications/corporate-documents/">https://sfo.govt.nz/publications/corporate-documents/</a>
Social Wellbeing Agency	<a href="https://swa.govt.nz/assets/Documents/FINAL-SWA-Kia-Toipoto-Action-Plan-November-2022.pdf">https://swa.govt.nz/assets/Documents/FINAL-SWA-Kia-Toipoto-Action-Plan-November-2022.pdf</a>
StatsNZ	<a href="https://www.stats.govt.nz/corporate/gender-and-ethnic-pay-gaps-stats-nzs-action-plan-2022/">https://www.stats.govt.nz/corporate/gender-and-ethnic-pay-gaps-stats-nzs-action-plan-2022/</a>
Te Puni Kōkiri	<a href="https://www.tpk.govt.nz/en/mo-te-puni-kokiri/corporate-documents/corporate-publications/gender-pay-gap-action-plan/te-puni-kokiri-pay-gaps-action-plan-2022">https://www.tpk.govt.nz/en/mo-te-puni-kokiri/corporate-documents/corporate-publications/gender-pay-gap-action-plan/te-puni-kokiri-pay-gaps-action-plan-2022</a>
Treasury	<a href="https://www.treasury.govt.nz/publications/gender-pay-gap-action-plan-2022-html">https://www.treasury.govt.nz/publications/gender-pay-gap-action-plan-2022-html</a>

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