



Te Kawa Mataaho
Public Service Commission

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

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Report No: 2022-0334

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

Enclosure: None

Minister's Office Comments

Comments:

Date returned to Te Kawa Mataaho:

Executive Summary

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

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 Priyanca Radhakrishan

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

Report: Published agency Kia Toipoto pay gaps action plans

Purpose of Report

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

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	http://www.crownlaw.govt.nz/careers/working-environment/
Department of Conservation	https://www.doc.govt.nz/globalassets/documents/about-doc/gender-pay-gap/kia-toipoto-gender-maori-ethnic-pay-gap-action-plan-2022.pdf

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

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