



13 February 2020

Dear [REDACTED]

Official Information Request
Our Ref: SSCOIA 2020-0003

I refer to your Official Information request received on 8 January 2020 where you have asked:

"We are sourcing a wide range of data to inform the development of a regional Māori Economic Strategy for Wellington. You'll appreciate the core public service is a large employer of Māori in Wellington and we were wondering if the Public Service Workforce Data is available by Tier, split by Māori/non-Māori as per the below graph. Either at a city or regional level would be really useful. Also the ethnic pay gap for Wellington City (or region) would be helpful information for us".

Information being released

In response to your request, please find attached three appendices with the information you have requested for the past 10 years.

- Appendix A contains data by Tier split by Māori and non-Māori for the Wellington region for both the number and percentage
- Appendix B contains data by Tier split by Māori and non-Māori for the Public Service for both the number and percentage
- Appendix C contains data for Maori ethnic pay gap in both Wellington and the public service.

Representation of Māori in the New Zealand Public Service continues at a high level (15.5%) compared to the overall New Zealand labour force (12.6%) in the year to 30 June 2019. Although the percentage of the Public Service workforce that identified as Māori fell slightly over the past year, the actual number of Māori Public servants increased by 360 to 10,860. This affect is similarly observed in senior leadership tiers. As such, we have included both numbers of Maori and non-Maori as well as the proportion (%) of the total workforce.

If you wish to discuss this decision with us, please feel free to contact Ministerial.Services@ssc.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 or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) on the State Services Commission's website.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Nicky Dirks'.

Nicky Dirks
Managing Principal – Ministerial Services
State Services Commission

Appendix A

Māori and Non-Māori % by Seniority - Wellington region

| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
|--------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Management profile | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori |
| Tier 1 & Tier 2 | 8.2 | 91.8 | 7.8 | 92.2 | 9.4 | 90.6 | 11.0 | 89.0 | 9.4 | 90.6 | 9.9 | 90.1 | 5.8 | 94.2 | 10.8 | 89.2 | 10.5 | 89.5 | 12.9 | 87.1 |
| Tier 3 | 7.7 | 92.3 | 7.8 | 92.2 | 7.4 | 92.6 | 10.0 | 90.0 | 10.3 | 89.7 | 10.0 | 90.0 | 10.3 | 89.7 | 10.5 | 89.5 | 9.0 | 91.0 | 9.1 | 90.9 |
| Other managers | 10.5 | 89.5 | 10.9 | 89.1 | 10.3 | 89.7 | 10.8 | 89.2 | 11.1 | 88.9 | 10.8 | 89.2 | 10.9 | 89.1 | 11.1 | 88.9 | 9.9 | 90.1 | 10.1 | 89.9 |
| Other staff | 11.9 | 88.1 | 11.7 | 88.3 | 11.8 | 88.2 | 12.0 | 88.0 | 12.1 | 87.9 | 11.8 | 88.2 | 11.6 | 88.4 | 11.4 | 88.6 | 11.5 | 88.5 | 11.1 | 88.9 |
| Total | 11.6 | 88.4 | 11.4 | 88.6 | 11.4 | 88.6 | 11.8 | 88.2 | 11.9 | 88.1 | 11.6 | 88.4 | 11.4 | 88.6 | 11.3 | 88.7 | 11.2 | 88.8 | 10.9 | 89.1 |

Māori and Non-Māori (headcount) by Seniority - Wellington region

| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
|--------------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|
| Management profile | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori |
| Tier 1 & Tier 2 | 16 | 179 | 14 | 166 | 16 | 154 | 15 | 121 | 13 | 126 | 13 | 118 | 8 | 129 | 18 | 149 | 21 | 179 | 26 | 175 |
| Tier 3 | 50 | 598 | 46 | 544 | 44 | 553 | 59 | 529 | 58 | 504 | 54 | 486 | 59 | 514 | 63 | 536 | 60 | 603 | 63 | 632 |
| Other managers | 197 | 1687 | 214 | 1754 | 205 | 1778 | 218 | 1792 | 222 | 1772 | 219 | 1813 | 249 | 2032 | 250 | 2006 | 244 | 2212 | 280 | 2480 |
| Other staff | 1702 | 12542 | 1587 | 11933 | 1550 | 11574 | 1658 | 12105 | 1621 | 11793 | 1620 | 12091 | 1679 | 12791 | 1706 | 13244 | 1876 | 14399 | 2012 | 16137 |
| Total | 1965 | 15006 | 1861 | 14397 | 1815 | 14059 | 1950 | 14547 | 1914 | 14195 | 1906 | 14508 | 1995 | 15466 | 2037 | 15935 | 2201 | 17393 | 2381 | 19424 |

Appendix B

Māori and Non-Māori % by Seniority – Public Service

| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Management profile | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori |
| Tier 1 & Tier 2 | 8.3 | 91.7 | 7.3 | 92.7 | 9.0 | 91.0 | 10.6 | 89.4 | 8.8 | 91.2 | 9.2 | 90.8 | 6.1 | 93.9 | 11.4 | 88.6 | 11.4 | 88.6 | 13.1 | 86.9 |
| Tier 3 | 8.4 | 91.6 | 9.7 | 90.3 | 9.7 | 90.3 | 11.3 | 88.7 | 12.6 | 87.4 | 11.5 | 88.5 | 11.4 | 88.6 | 12.6 | 87.4 | 11.5 | 88.5 | 11.2 | 88.8 |
| Other managers | 14.3 | 85.7 | 14.7 | 85.3 | 15.0 | 85.0 | 15.1 | 84.9 | 15.6 | 84.4 | 15.7 | 84.3 | 15.1 | 84.9 | 15.3 | 84.7 | 14.6 | 85.4 | 13.9 | 86.1 |
| Other staff | 16.9 | 83.1 | 16.8 | 83.2 | 16.7 | 83.3 | 16.8 | 83.2 | 16.8 | 83.2 | 16.6 | 83.4 | 16.4 | 83.6 | 16.2 | 83.8 | 16.3 | 83.7 | 15.8 | 84.2 |
| Total | 16.4 | 83.6 | 16.4 | 83.6 | 16.4 | 83.6 | 16.5 | 83.5 | 16.6 | 83.4 | 16.4 | 83.6 | 16.1 | 83.9 | 16.0 | 84.0 | 16.0 | 84.0 | 15.5 | 84.5 |

Appendix B

Māori and Non-Māori (headcount) by Seniority – Public Service

| | 2010 | | 2011 | | 2012 | | 2013 | | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
|----------------------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|-------------|--------------|
| Management profile | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori | % Māori | % Non-Māori |
| Tier 1 & Tier 2 | 17 | 187 | 14 | 177 | 16 | 161 | 15 | 127 | 13 | 135 | 13 | 128 | 9 | 139 | 20 | 156 | 24 | 187 | 28 | 186 |
| Tier 3 | 68 | 746 | 72 | 671 | 72 | 670 | 82 | 643 | 87 | 601 | 78 | 598 | 79 | 614 | 93 | 646 | 95 | 731 | 96 | 763 |
| Other managers | 554 | 3318 | 573 | 3318 | 590 | 3344 | 579 | 3268 | 603 | 3264 | 611 | 3278 | 626 | 3525 | 624 | 3448 | 638 | 3731 | 658 | 4071 |
| Other staff | 6278 | 30965 | 6058 | 30033 | 5856 | 29246 | 6042 | 29968 | 6018 | 29852 | 6051 | 30431 | 6186 | 31574 | 6290 | 32517 | 6724 | 34647 | 7047 | 37694 |
| Total | 6917 | 35216 | 6717 | 34199 | 6534 | 33421 | 6718 | 34006 | 6721 | 33852 | 6753 | 34435 | 6900 | 35852 | 7027 | 36767 | 7481 | 39296 | 7829 | 42714 |

Appendix C

| Māori Ethnic Pay Gap % for Wellington and Public Service | | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| Wellington | 13.0% | 13.1% | 13.1% | 13.0% | 12.5% | 12.9% | 13.0% | 12.6% | 12.0% | 10.1% |
| Public Service | 11.4% | 11.5% | 11.3% | 11.2% | 10.4% | 11.0% | 11.0% | 11.3% | 11.2% | 9.9% |