



Joint Report: Gender Pay Gap and Pay Equity Progress Report August 2020

Date: 2 September 2020 **Security Level:** IN CONFIDENCE
Report No: 2020/0158
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	Actions Sought	None
Hon Chris Hipkins, Minister of State Services	Note this Report	None
Hon Julie Anne Genter, Minister for Women	Note this Report	

Enclosure: **Yes**

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

Gender Pay Gap work programme

- All Public Service agencies have submitted their individual gender pay gap action plans.
- To date, 23 agencies have published their plans on their external websites, and we are working with the remaining agencies on an indicative timeframe for publication.
- We released our guidance on Career progression breaks and leave on 13 August.
- We continue actively to support and engage with the 10 agencies working to meet the equal pay milestone by the end of this year.

Pay Equity work programme

- The Cabinet paper on the Framework for Oversight and Support of Funded Sector Pay Equity Claims has been proactively released on Te Kawa Mataaho's website, and we have contacted funding agencies with claims in their sector to offer support and initial information on the Framework.
- The Public Service Act 2020 (the Act) provides a new role for the Public Service Commissioner for pay equity claims in the Public Service, which is similar to the Commissioner's existing role in negotiating Public Service collective agreements. The Commissioner will delegate his function and powers to Public Service chief executives shortly after the passage of the Act.
- Te Kawa Mataaho, with input from agencies and the PSA, continues to develop a Terms of Reference for the Public Sector Administrative and Clerical Work pay equity claim. We are optimistic that this can be achieved in time to satisfy the transitional provisions for existing claims in the amended Equal Pay Act 1972.
- Progress continues on State sector pay equity claims and further detail is provided in the body of this report.

Recommended Action

We recommend that you:

- a **note** the progress being made by the Gender Pay Taskforce
- b **agree** that Te Kawa Mataaho releases this briefing 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), including the attached Appendix One, and information related to pay equity in the Executive

- c Summary and paragraphs 12 to 30 under section 9(2)(j) of the OIA, to enable agencies to carry on without prejudice or disadvantage negotiations.

Agree/~~disagree~~.



Hon Chris Hipkins

Minister of State Services

Agree/~~disagree~~.

Hon Julie Anne Genter

Minister for Women

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Joint Report: Gender Pay Gap and Pay Equity Taskforce Progress Report

Purpose of Report

- 1 This is the twenty-first monthly report on the progress of the Gender Pay Gap Action Plan (Action Plan) and Pay Equity in the State sector work programme.
- 2 A dashboard outlining progress against each of the Action Plan milestones is attached as Appendix One.

Public Service Gender Pay Gap Action Plans

2020 Agency GPG Action Plans

- 3 All Public Service agencies have submitted their individual action plans.
- 4 Twenty-three agencies have published their plans on their external websites so far. Five agencies have advised they expect to publish shortly (in the next couple of weeks) and are working through ensuring that the plans are in a publishable format and are compliant with accessibility requirements. One agency advised of a delay in publication as they urgently respond to matters related to the recent COVID outbreak, and two agencies have indicated that they will now publish by the end of September. Two agencies are yet to indicate when they will publish their plans and we are actively following up with these agencies to understand their delay.
- 5 The Ministry for Women has included links to each agency's action plan on their GPG webpage so that there is a single place to view the published plans.
- 6 Although wider State sector agencies are not bound to submit action plans, we have received final plans from ACC (also published), Tourism New Zealand, New Zealand Defence Force, New Zealand Police and a draft plan from New Zealand Trade and Enterprise.
- 7 We have reviewed the agency action plans jointly with the PSA and will be reporting our findings to your office shortly. The next step in the process is to provide agencies with overall feedback.

Equal pay milestone

- 8 We continue to support the 10 agencies working towards the equal pay milestone. Recently, we provided agencies with advice on different analytical approaches to identify potential pay corrections, which would meet the standards in our guidance. We have provided this advice in response to some agencies looking for analytical approaches that could be effectively and consistently used across their large workforces.

9(2)(g)(i) free and frank



Guidance for agencies

Guidance on removing bias and discrimination from policies and practices related to remuneration, career progression, breaks and leave

- 10 On 13 August we published guidance on Career progression, breaks and leave. Agencies can use this guidance, along with our recruitment guidance and the remuneration guidance - due for publication shortly - to meet the Action Plan milestone of removing bias or discrimination in remuneration systems and human resource practices.

Flexible-Work-by-Default

- 11 In August the Taskforce and the PSA ran two flexible-by-default workshops that were attended by around 90 human resource practitioners and union delegates. The workshops provided an opportunity for participants to explore the guidance we released in July, and hear from managers and practitioners who are already leading this work in their own agencies.

Pay Equity Work Programme

Public Service Act 2020 – new pay equity delegation

- 12 The Taskforce is finalising the Public Service Commissioner’s pay equity delegation to Public Service chief executives under the new Public Service Act 2020 (the Act). The Act provides a new role for the Public Service Commissioner in respect of pay equity claims in the Public Service, which is similar to the Commissioner’s existing role to negotiate collective agreements in the Public Service.
- 13 This means the Commissioner will be responsible for negotiating pay equity claims as if the Commissioner were the employer. The Commissioner will be able to delegate his/her functions and powers for claims to Public Service chief executives and we expect the Commissioner to do this shortly.

Oversight of funded sector pay equity claims

- 14 Cabinet confirmed the Framework for Oversight and Support of Funded Sector Pay Equity Claims in August. Work is underway on the development of guidance and educational tools for State sector funding agencies who provide private sector organisations with Government funding to deliver public services. This education support is designed to assist funding agencies oversee and support parties to work through the pay equity claim process to ensure the process will genuinely deliver pay equity for women.

State sector pay equity claims

Public Sector Administrative and Clerical Work (PSA)

9(2)(j) prejudice to negotiations



Administration support workers and Kaiārahi i te reo in schools (NZEI)

9(2)(j) prejudice to negotiations



DHB Nurses and Midwives (MERAS, NZNO, PSA)

9(2)(j) prejudice to negotiations



DHB Administrative and Clerical (PSA)

9(2)(j) prejudice to negotiations



DHB Allied and Technical (PSA)

9(2)(j) prejudice to negotiations



System-level support for pay equity claims

Tools and resources

9(2)(j) prejudice to negotiations



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Tri-partite oversight of State sector pay equity claims

9(2)(j) prejudice to negotiations

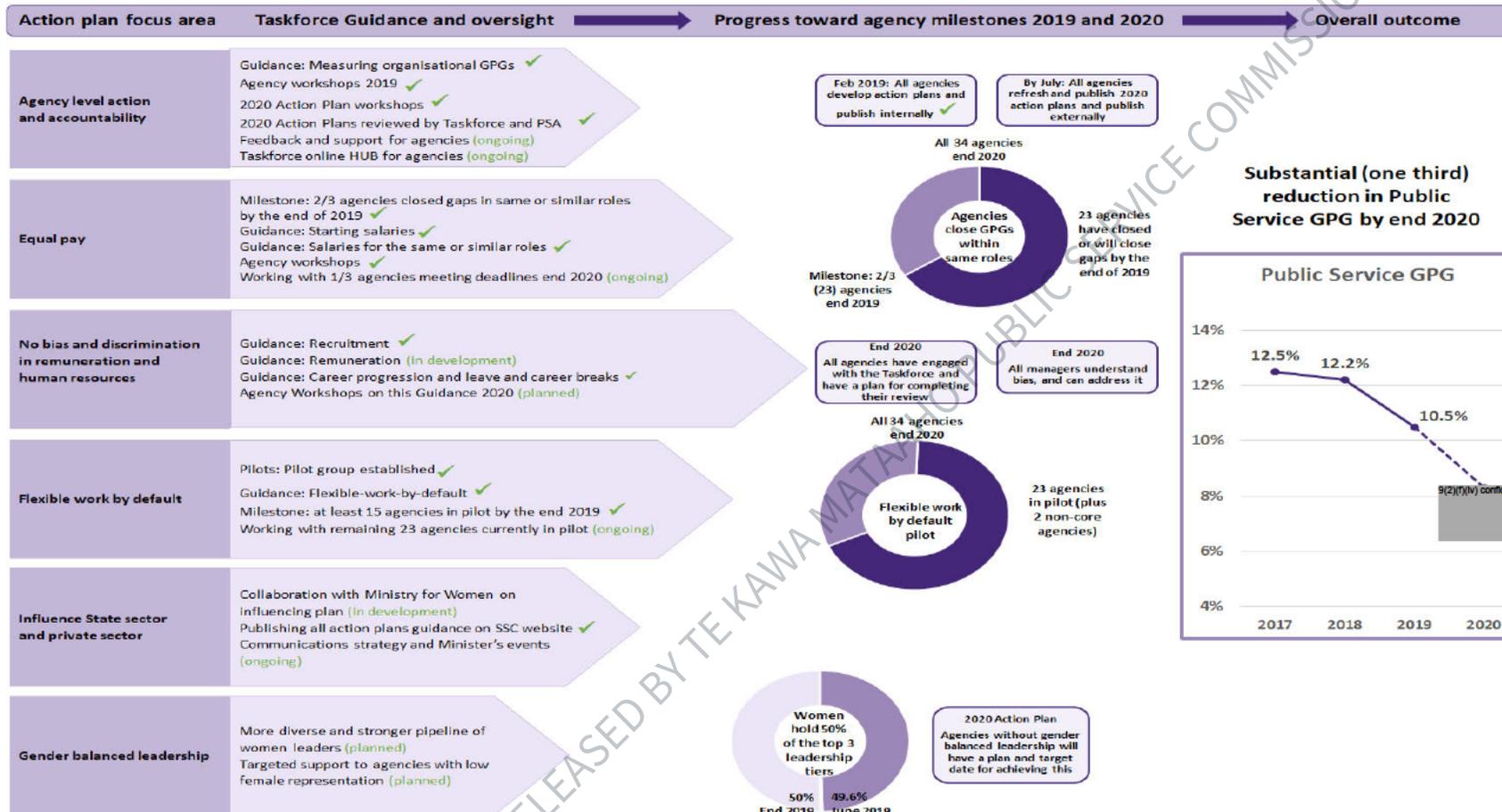
Upcoming Events

Date	Details	Location
16 September	Diversity Awards (to be live streamed) and a final decision on whether this is an in-person event or an online event will be made on 7 September	Auckland (TBC)

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Public Service Gender Pay Gap Action Plan – 2018-2020

September 2020



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